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Profile of the Montana Worker

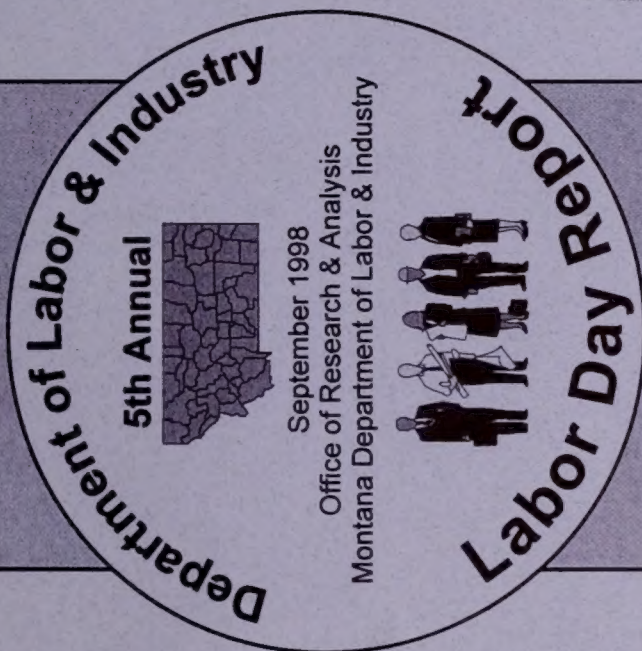
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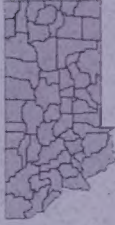
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Profile of the Montana Worker

State of Montana
Marc Racicot, Governor

Department of Labor & Industry
Pat Haffey, Commissioner

Department of Labor & Industry
5th Annual



September 1998
Office of Research & Analysis
Montana Department of Labor & Industry



Labor Day Report

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From the Governor

Office of the Governor
State of Montana

Marc Racicot
Governor



State Capitol
Helena, Montana 59620-0801

Friends:

It is time to celebrate another Labor Day and reflect on our state's changing economy and workforce in this Fifth Annual Profile of the Montana Worker.

As a rural Western state, Montana has accomplished much and continues to face many challenges in sustaining and adapting its historical agrarian economy to a time of incredible change. The year I was born in northwest Montana, an airplane broke the sound barrier for the first time. Today, we have walked on the moon, driven robots on Mars and are planning a massive space station that Montana may play a key role in servicing. Cooperation among the local economic development groups, unions, business leaders, government and workers, will determine if we can continue to create a growing economy and economic prosperity for those who want to call Montana home and raise their families in our great state.

Are we ready to take advantage of the economic opportunities coming our way? If we are going to attract better-paying jobs, we must have the highly-skilled workforce to perform them. We already have a hard-working, conscientious labor force. Now, we must focus on educating and training workers to take advantage of future opportunities. I encourage all of you who share a vision of a brighter economic future to join forces with others in your community and around the state to make this long-held vision a reality. I hope this latest Profile helps in this process.

This Labor Day, we once again honor Montana's 464,000 civilian workers, their employers who provide them job opportunities and their families who support and nourish them. I want to once again thank the Department of Labor and Industry employees and Commissioner Pat Haffey whose loyalty and continued dedication to serving Montana's workers and employers is an inspiration to all who have chosen public service as a vocation.

Sincerely,

A handwritten signature in dark ink, appearing to read "Marc Racicot".

MARC RACICOT
Governor

Telephone: 406-444-3111 Fax: 406-444-5529

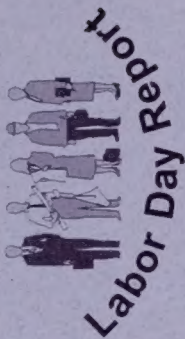
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Profile of the Montana Worker

Overview . . .

OVERVIEW

Montana's population, employment and income continue to grow. The U.S. Bureau of the Census estimated Montana's 1997 population at just under 879,000, up 2,000 from 1996 (0.2 percent). Employment as measured by nonagricultural payroll jobs increased at a faster rate, 1.5 percent, or about 5,000 jobs. At the same time, the unemployment rate remained basically stable at 5.4 percent of the workforce, up a tiny bit from 5.3 percent in 1996.

According to preliminary information, Montana's total personal income increased by 4.2 percent in 1997, nearly twice the inflation rate of 2.3 percent. Average income per person, per capita (personal) income, increased by 4.0 percent, also above inflation. The growth in employment, in per capita income above inflation, and the relatively stable unemployment rate, indicate that the economic welfare of Montanans generally increased in 1997.

Taking a somewhat longer view, the population for Montana increased by about 80,000 between 1990 and 1997, or 10 percent. This growth rate exceeded the national average for this period. The experience of the 1990s is in sharp contrast to the 1980s, when total Montana population only increased 12,000.

The growth in the 1990s has been uneven within Montana, however. Between 1990 and 1997, 20 of Montana's 56 counties lost population, while 36 others experienced growth. Most of the counties losing population are in the eastern third and north central part of the state. Seventeen counties (all in the western third and south central portion of the state) experienced more than 10 percent population growth. Six counties grew at a rate of between five and 10 percent, nearly all in the same area as the 17 higher growth counties.

Over time, the structure of Montana's economy changes. This is a natural process that any economy experiences as industries grow at different rates. Changes in economic sectors can be best identified by analyzing changes over decades.

In 1970, Manufacturing activity including the timber/wood products industry, constituted 8 percent of total jobs in Montana and 10 percent of total earnings from work (both jobs and earnings include self-employment). By 1996, even with an increase of 4,000 jobs, these percentages or shares had declined by two percentage points. Similarly, Production Agriculture (the raising of livestock and growing of crops) declined in its shares from 12 percent of jobs and 15 percent of earnings in 1970, to 5 and 2 percent respectively, in 1996. The shares for the other goods-producing industries, mining and construction, were smaller in 1970 and did not change much.

The largest change by far between 1970 and 1996 was in the narrowly defined Private Services category that includes various business, professional and personal services sectors. In 1970, this category accounted for 18 percent of jobs and 13 percent of earnings. By 1996, these shares of jobs and earnings had grown to ~~27~~²⁷ percent and ~~30~~²⁷ percent. The largest component of this portion of the Montana economy, Health Services, increased by 25,000 jobs and one billion dollars in earnings from work. The 1996 average annual earnings per job for the Health Services sector in Montana were \$30,287, higher than overall national average earnings of \$29,860. The Business Services segment which includes data processing services, employee leasing, building maintenance, telemarketing and other services to businesses, increased in jobs by about 19,000 between 1970 and 1996. Average earnings in this sector are lower overall however, at about \$15,600 in 1996. Thus, the Private Services segment is a mixture of higher and lower paying jobs.

Since Private Services industry jobs have become a major part of the Montana economy, it is important to note a difference between a **service industry** job and a **service occupation** job. It is true that service occupations such as food service or room cleaners in any industry are generally low-wage. However, particular service industries such as legal services, engineering services, or health services, have a large majority of workers in non-service occupations. Overall **service occupations** in 1996 comprised only about 16 percent of civilian employed persons. At the same time, the percent for **service-producing industries** was roughly 75 to 80 percent. Thus, a confusion between service occupations and service industries can cause serious misinterpretations of data.

The share of jobs in the Retail Trade sector increased modestly from 17 percent in 1970 to 20 percent in 1996. The earnings share was constant over this time period. Although data for the travel industry is not separately reported in standard economic data systems, the increase in Retail Trade's share of jobs is at least partly related to growth in travel activity. The Retail Trade subsectors that increased in job share were travel-related Eating and Drinking Places and a category that includes drug stores, sporting goods stores, and gift shops. Retail Trade is a lower paying segment of the Montana economy, with the Eating and Drinking Places subsector being one of the lowest.

The share of jobs in Government (public services) decreased by four percentage points between 1970 and 1996. The share of earnings from work increased slightly by 1 percent. The share of federal jobs, both civilian and military, accounted for the Government job share decline. The job share percent was constant for state/local government.

Shares of total jobs and total earnings for other sectors of the Montana economy that produce services changed by much smaller amounts. These sectors are: Transportation and Utility Services; Wholesale Trade; Finance, Insurance, and Real Estate Services.

In summary, this report shows that changes in Montana's economy continue to cause it to become more diversified. Like the United States as a whole, more workers are being employed in the broadly defined service-producing sector. This is made possible by employment declines in the goods-producing sectors of Production Agriculture, Mining, and Manufacturing (Manufacturing only declined in its share of jobs). Output of these sectors has not declined, however. The productivity of workers has increased so that products now are being made using fewer workers. Changes also are occurring within goods-producing sectors. For example within Manufacturing, the share of output and jobs for machinery and equipment sectors has increased as compared with the traditional wood and food processing industries. The report also shows that for the immediate past period (1996 to 1997), employment increased, the unemployment rate was basically unchanged, and per capita personal income increased above the inflation rate. Taken together these indicate that the economic welfare of Montanans generally increased in 1997. Stay tuned for future changes as Montana's economy continues to become increasingly diversified and complex.

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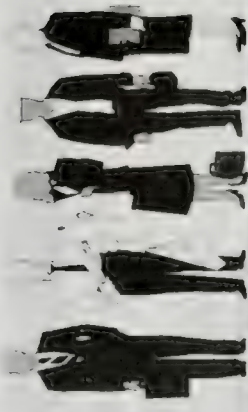


Labor Day Report

Profile of the Montana Worker

Who We Are . . .

Profile of a Montana Worker



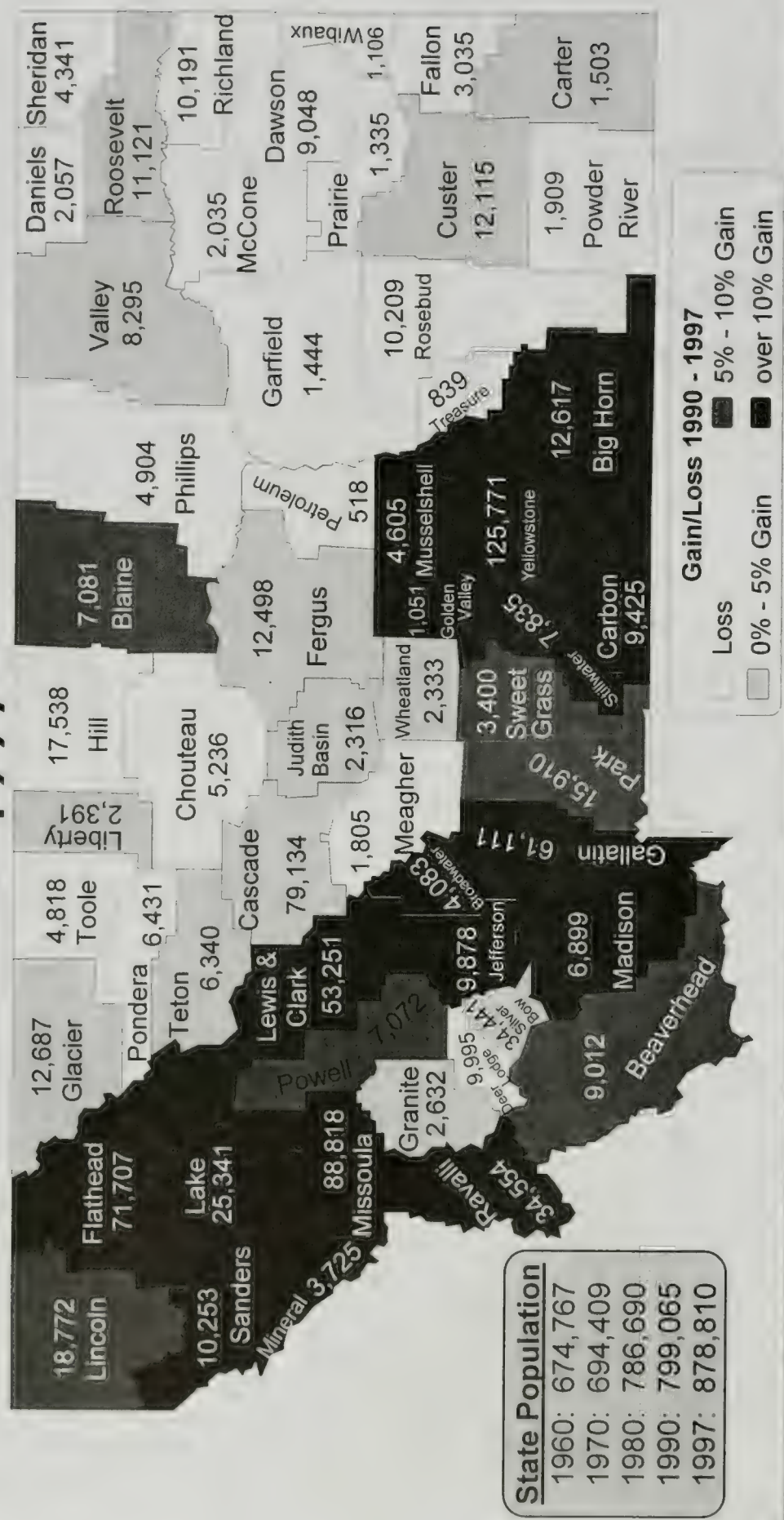
The Average Montana Worker . . .

- ◆ has a high school diploma or equivalent and may have post-high school education or training
- ◆ is a full-time employee of a private-for-profit company
- ◆ works in the services sector [for example, as a teacher, accounting clerk or registered nurse] or the wholesale/retail trade sector [for example, as a retail salesperson, sales supervisor (owner) or waiter/waitress]
- ◆ earns about \$21,000 per year
- ◆ is married with a working spouse and one child residing at home
- ◆ lives within 15 minutes of the workplace and does not carpool or take public transportation

Data from 1990 Census, 1996 Current Population Survey, Occupational Employment Statistics and U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

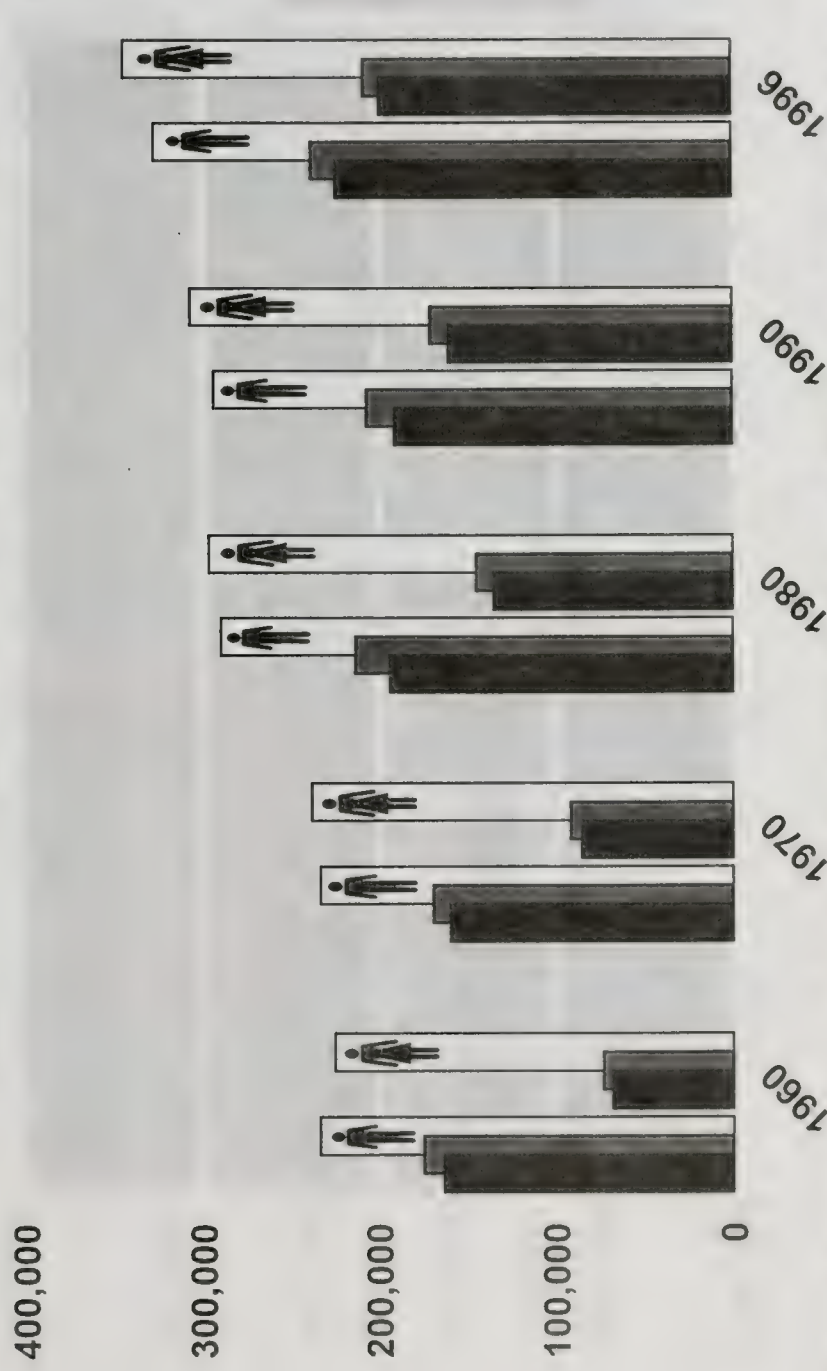
Population Estimates

1997



1990 - 1997 State Population Gain: +10.0%

Montana Men and Women in the Labor Force

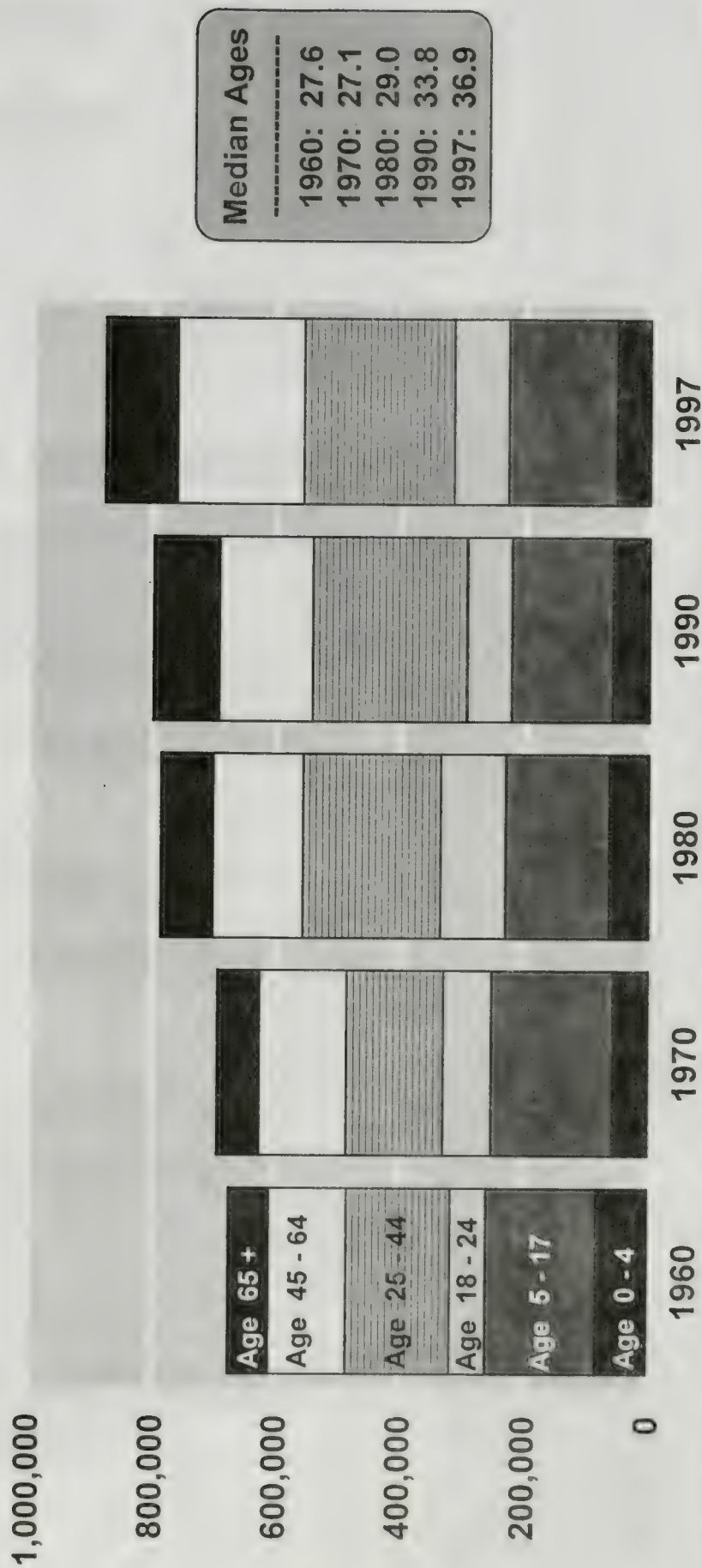


In 1960 women comprised 29.6% of the civilian labor force; by 1996 they comprised 46.6%.

- 1960 = persons 14 & older
- Other years = persons 16 & older

Data from 1960, 1970, 1980 & 1990 Census and 1996 Current Population Survey
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

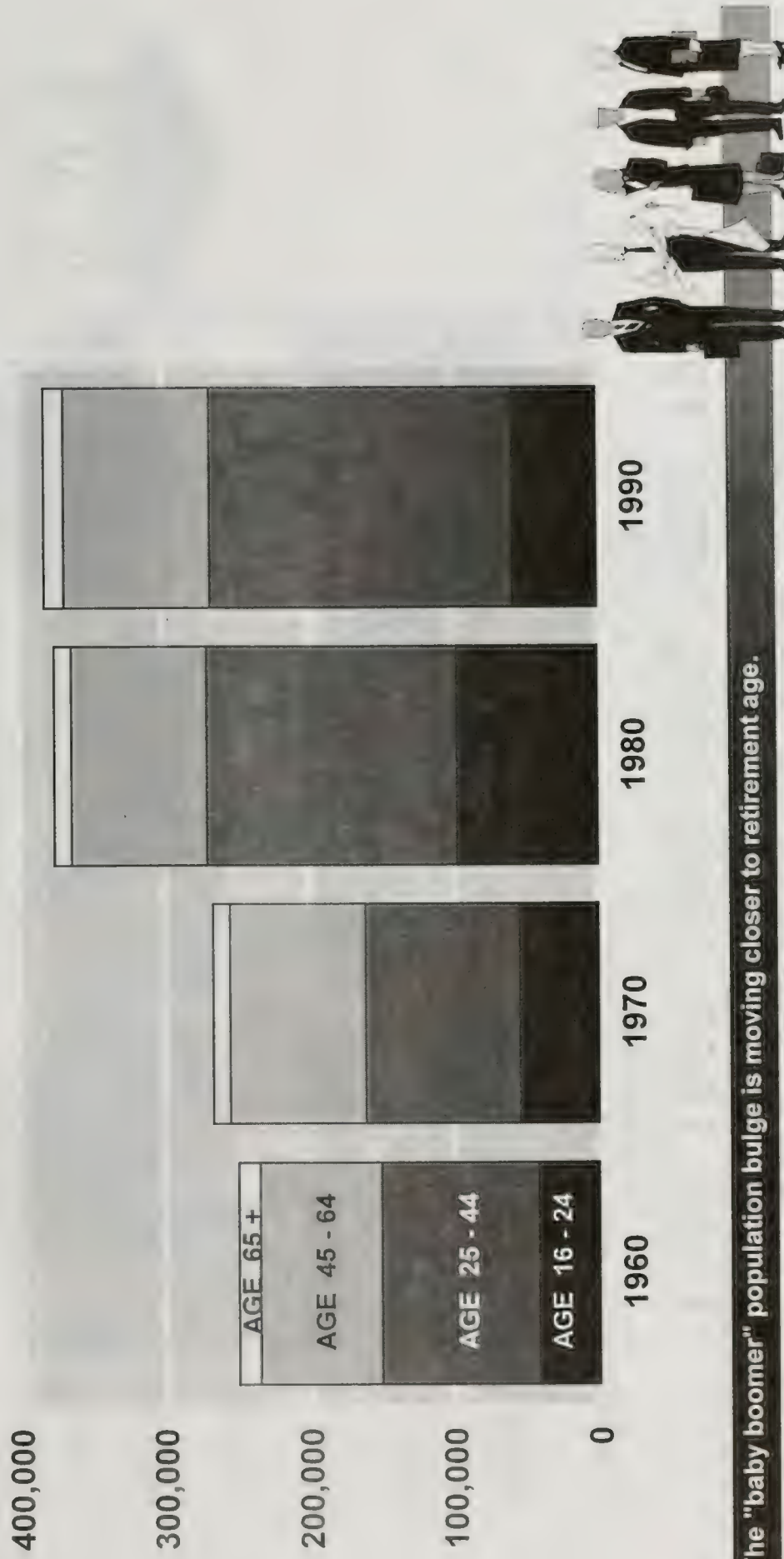
Age Distribution of the Population Montana



The Montana age group, 45 to 64, is becoming much larger as the baby boom generation gets older.

Age Distribution of the Labor Force

Montana

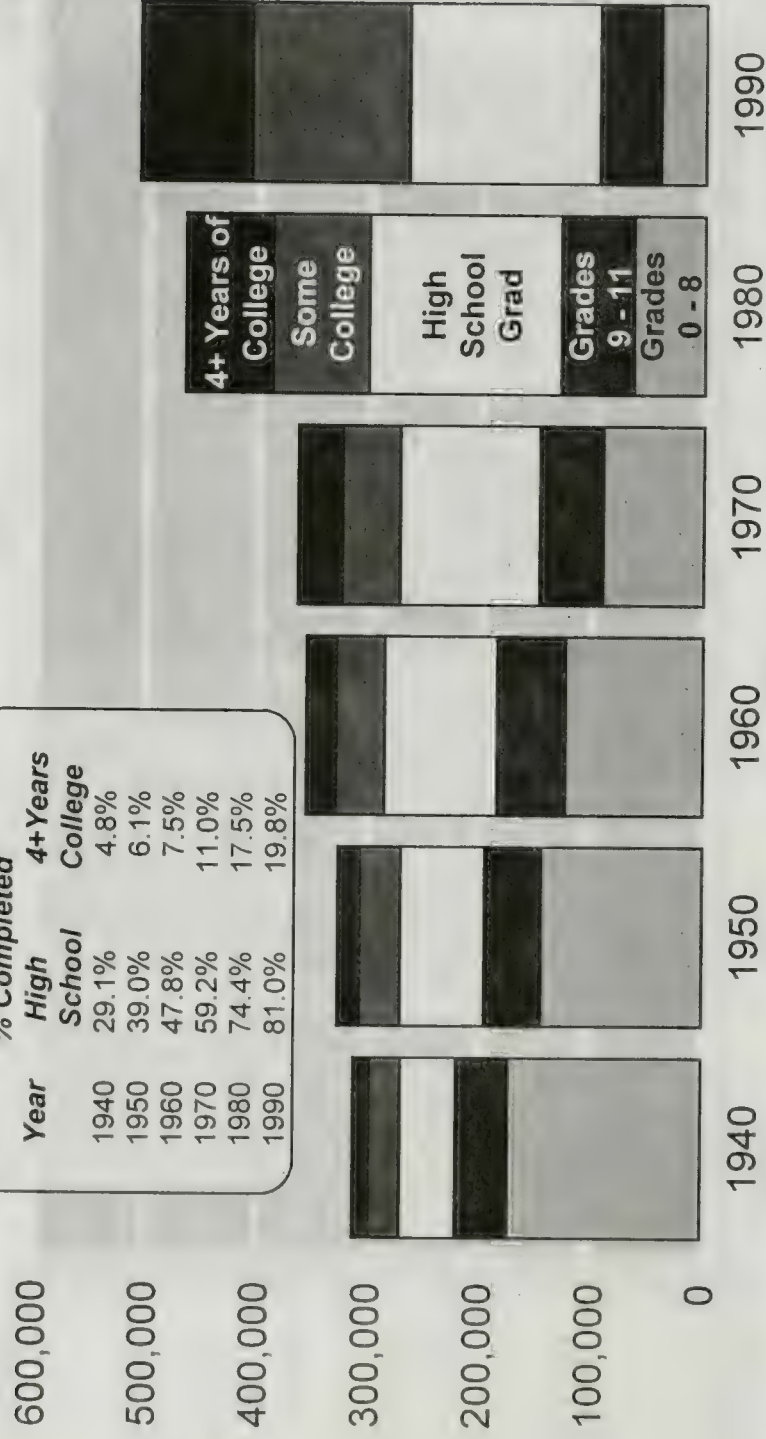


Data from 1960, 1970, 1980, & 1990 Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Years of School Completed Montanans 25 and Older

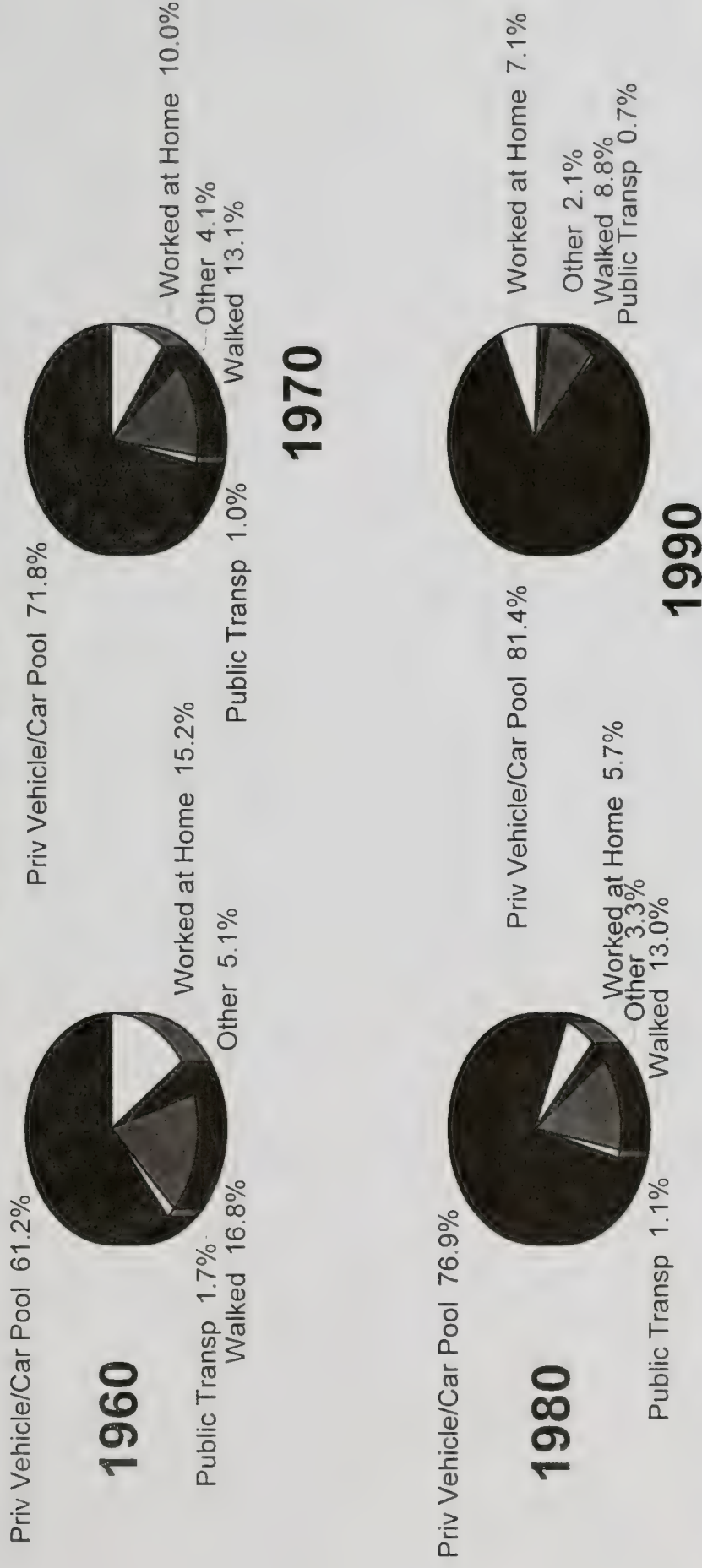
1940, 1950, 1960, 1970, 1980, 1990

Year	% Completed High School	% Completed 4+ Years College
1940	29.1%	4.8%
1950	39.0%	6.1%
1960	47.8%	7.5%
1970	59.2%	11.0%
1980	74.4%	17.5%
1990	81.0%	19.8%



The educational attainment level of Montanans is rising.

Transportation to Work Montana



The percentage of Montanans walking to work is decreasing.

Data from 1960, 1970, 1980 & 1990 Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

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Profile of the Montana Worker

What We Earn . . .

Per Capita Personal Income

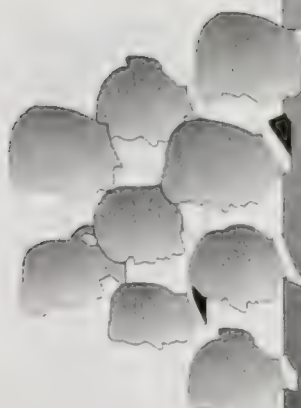
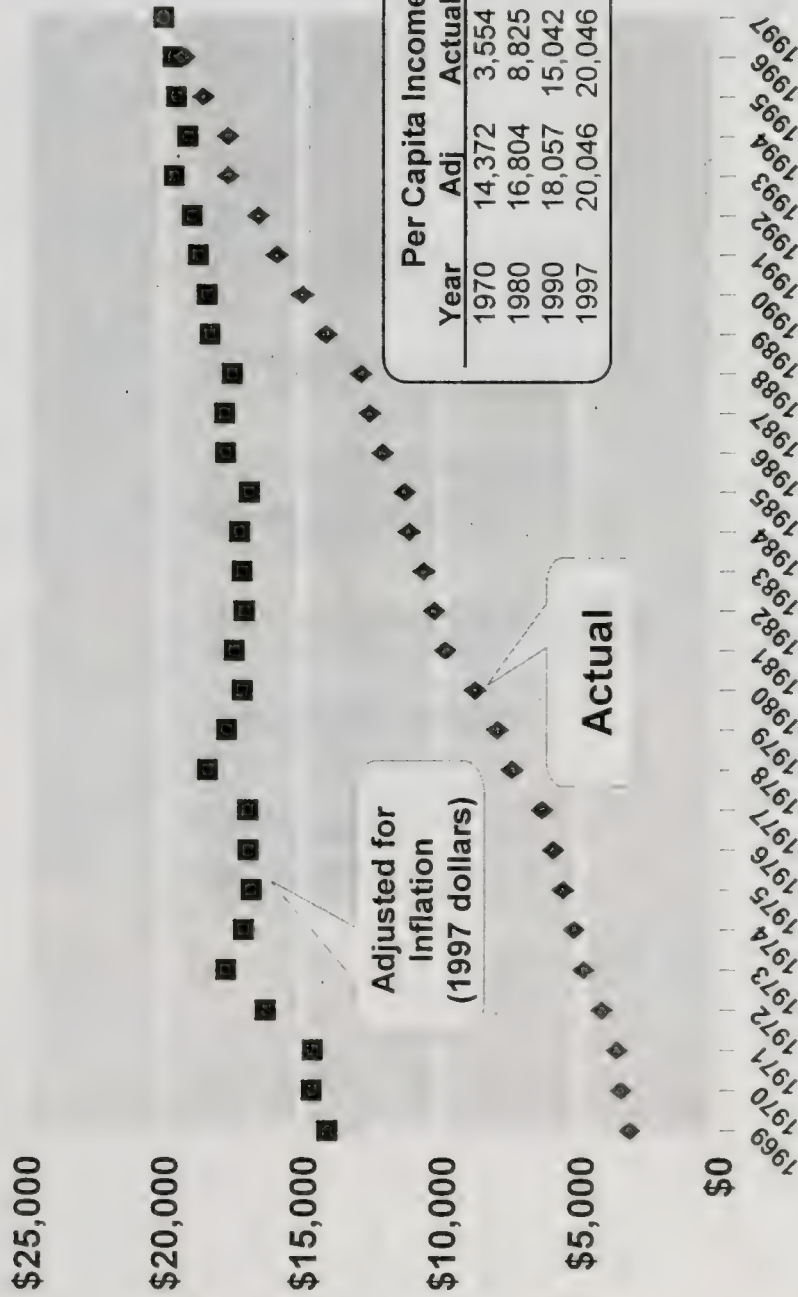
Montana 1969 - 1997

Includes:

- wage & salary income
- employer contribution for fringe benefits
- self-employment income
- rental income
- personal dividends & interest
- transfer payments

Excludes:

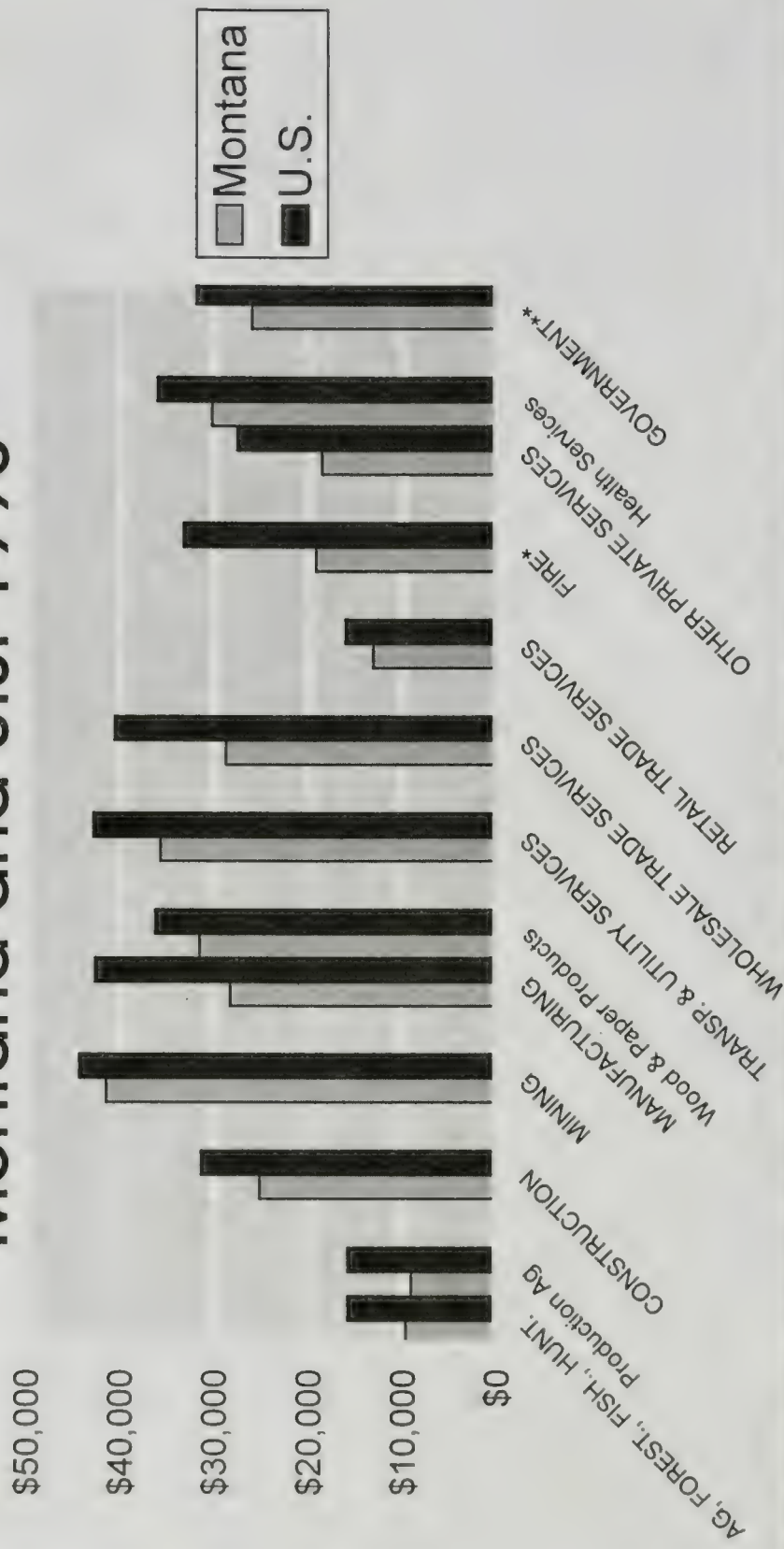
- personal contributions for Social Security, capital gains, insurance claims proceeds, etc.



Personal income on a per person basis is growing, even after adjusting for inflation.

Average Annual Earnings per Job by Broad Industry

Montana and U.S. 1996



Mining is the highest paying sector of Montana's economy; agriculture is the lowest.

*FIRE = Finance, Insurance & Real Estate Services

**Includes Public Education

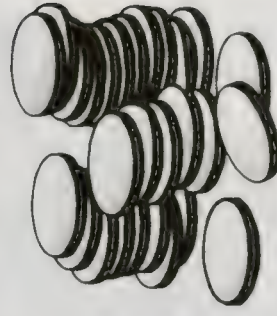
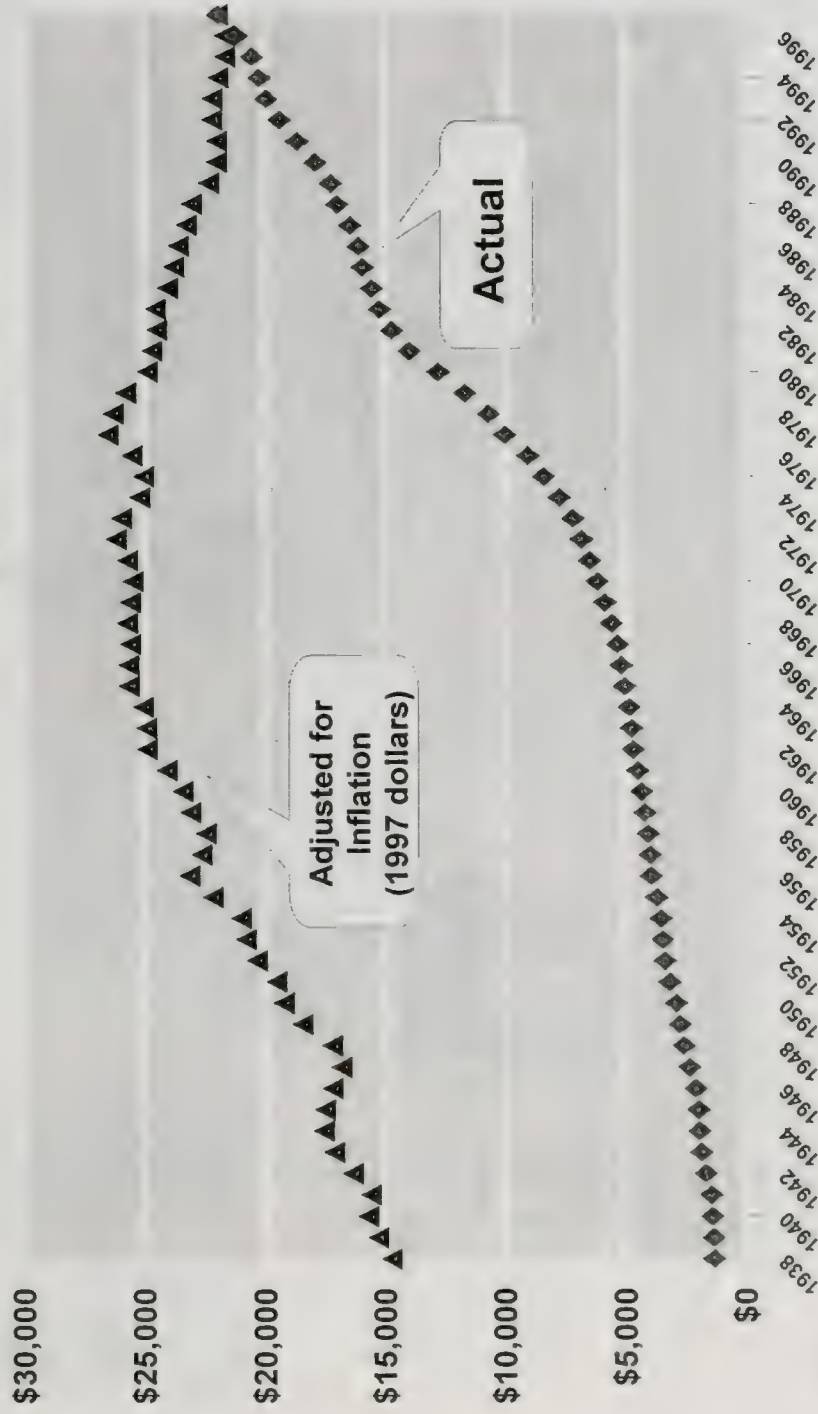
Source: U.S. Department of Commerce, Bureau of Economic Analysis; earnings include net income from self-employment and employer contributions for employee fringe benefits

Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Average Annual Wage Per Job

Montana Covered Employment*

1938 - 1997



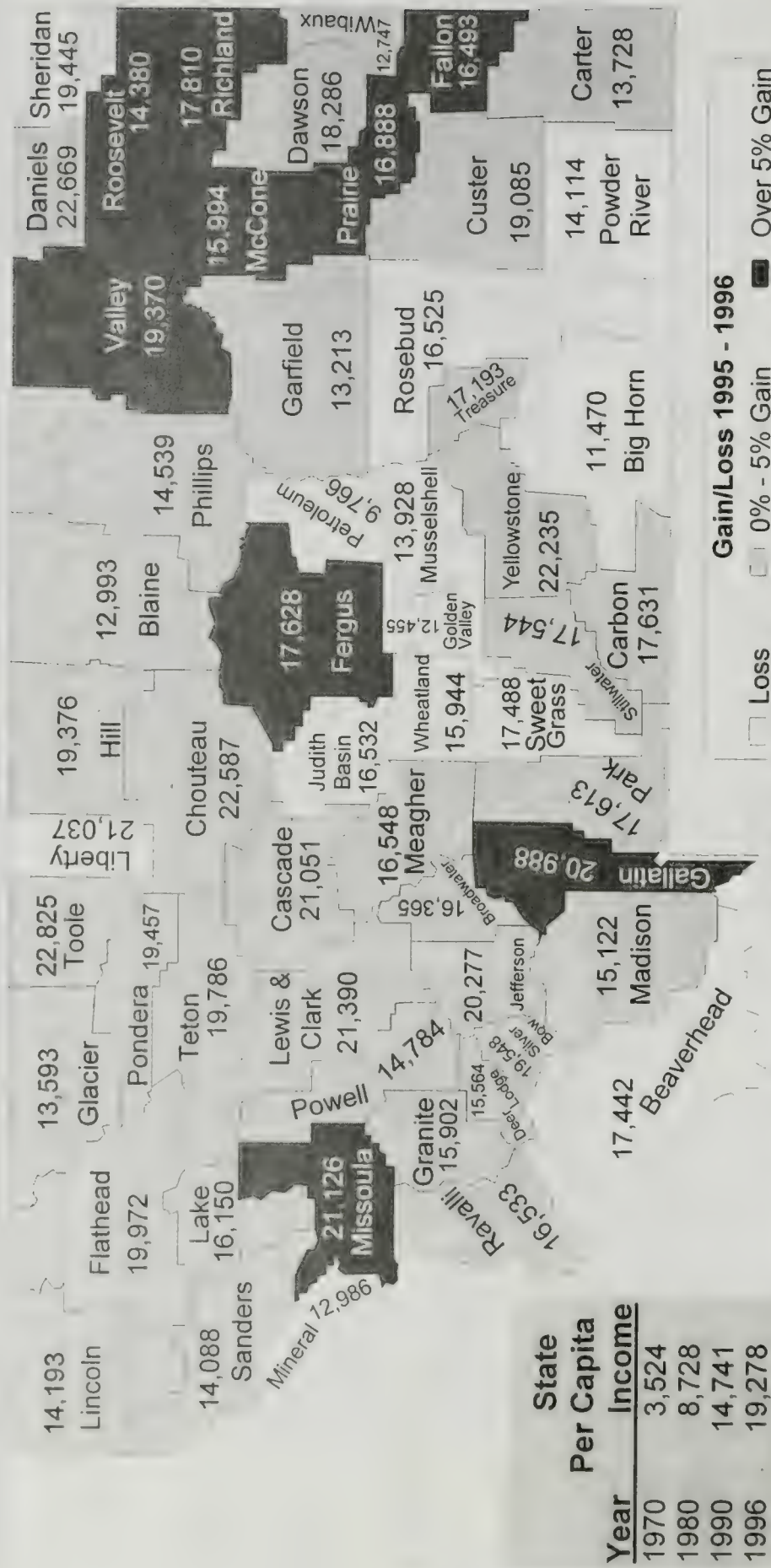
Since 1977 average wages for payroll jobs generally have not kept up with inflation, not true for 1996 and 1997.

*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Data from ES-202 (covered employment*) series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Per Capita Personal Income

1996



State Per Capita Income increased 3.6% over 1995; 0.6% increase after adjusting for inflation.

• Highest: Toole \$22,825

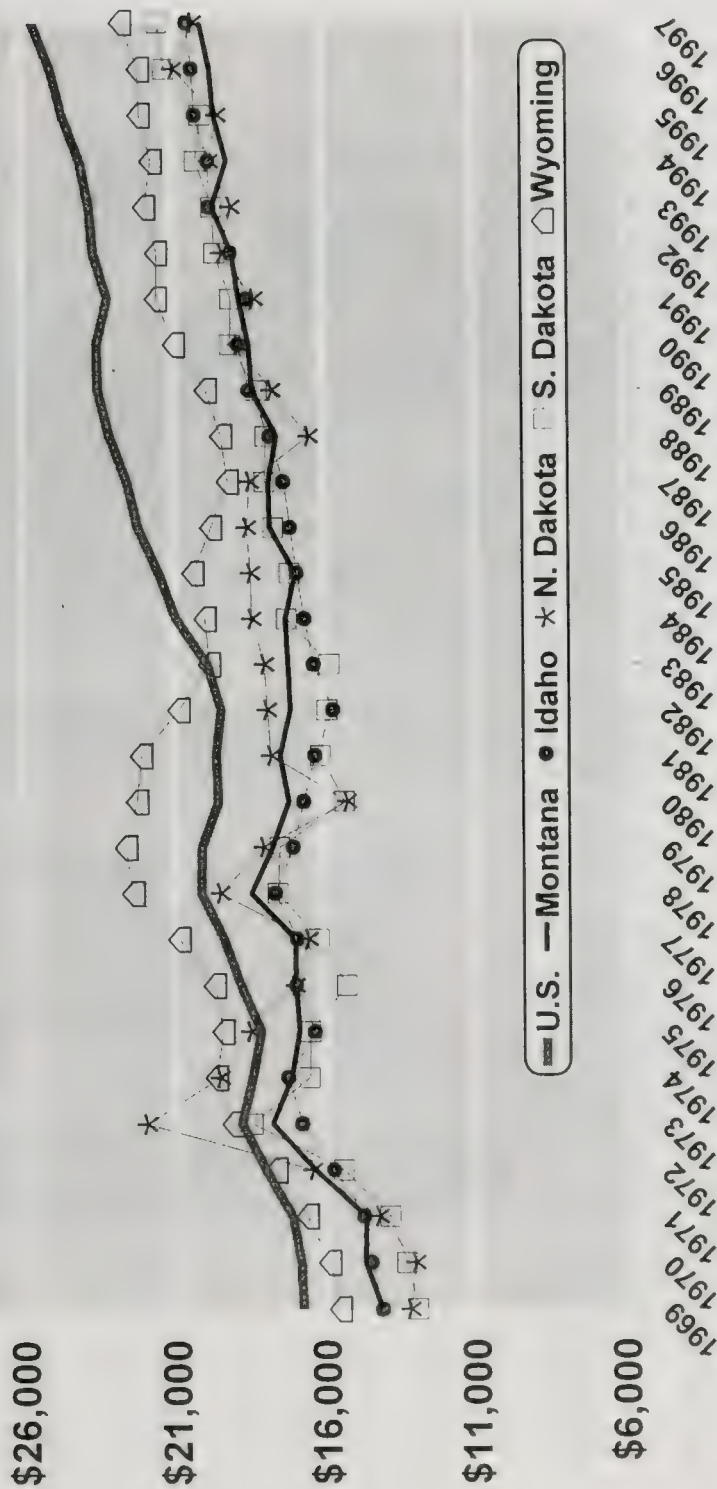
• Lowest: Petroleum \$9,766

• Closest to State Average: Valley \$19,370

Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Per Capita Personal Income

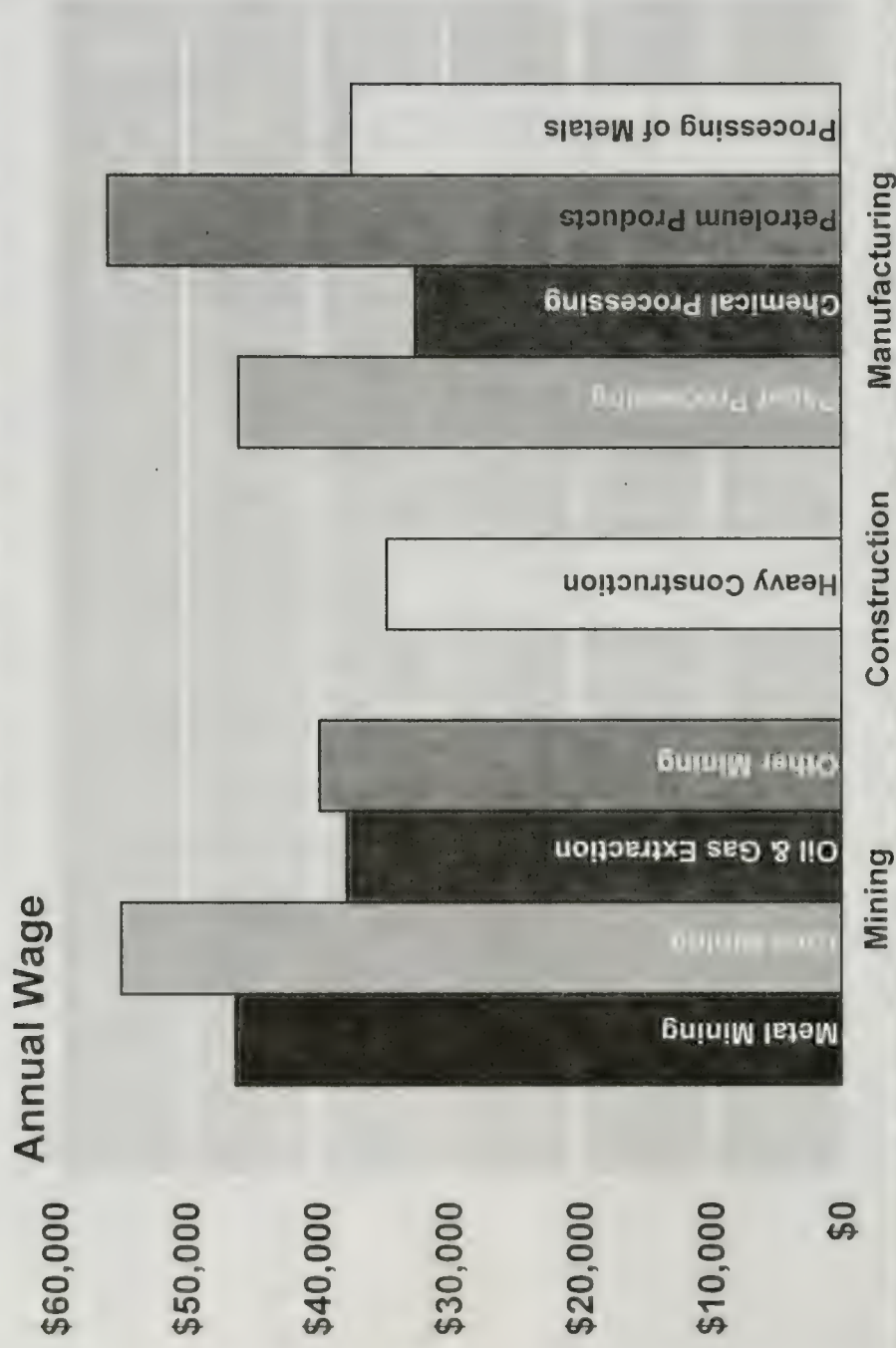
1969 - 1997 Adjusted for Inflation (1997 dollars)



Montana ranked 46th in the nation for 1997, according to preliminary data.

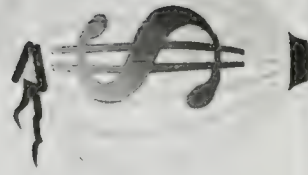
Data from U.S. Department of Commerce, Bureau of Economic Analysis
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

High-Wage,* Goods-Producing Industries Montana - 1997



***A high-wage industry is one with annual wages above the 1997 national average of about \$30,000.**

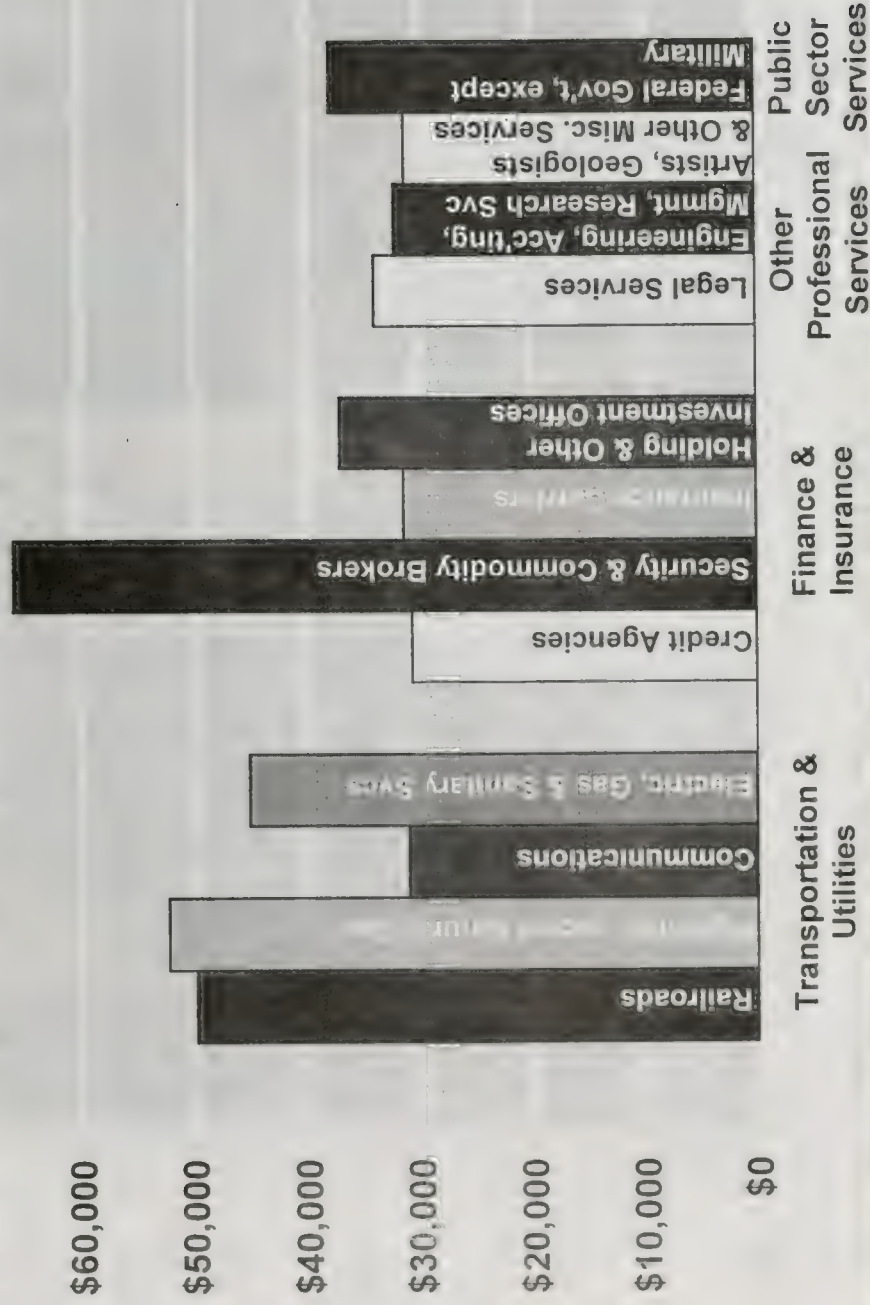
Data from ES-202 (Covered Employment) Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis



High-Wage,* Service-Type Industries

Montana - 1997

Annual Wage

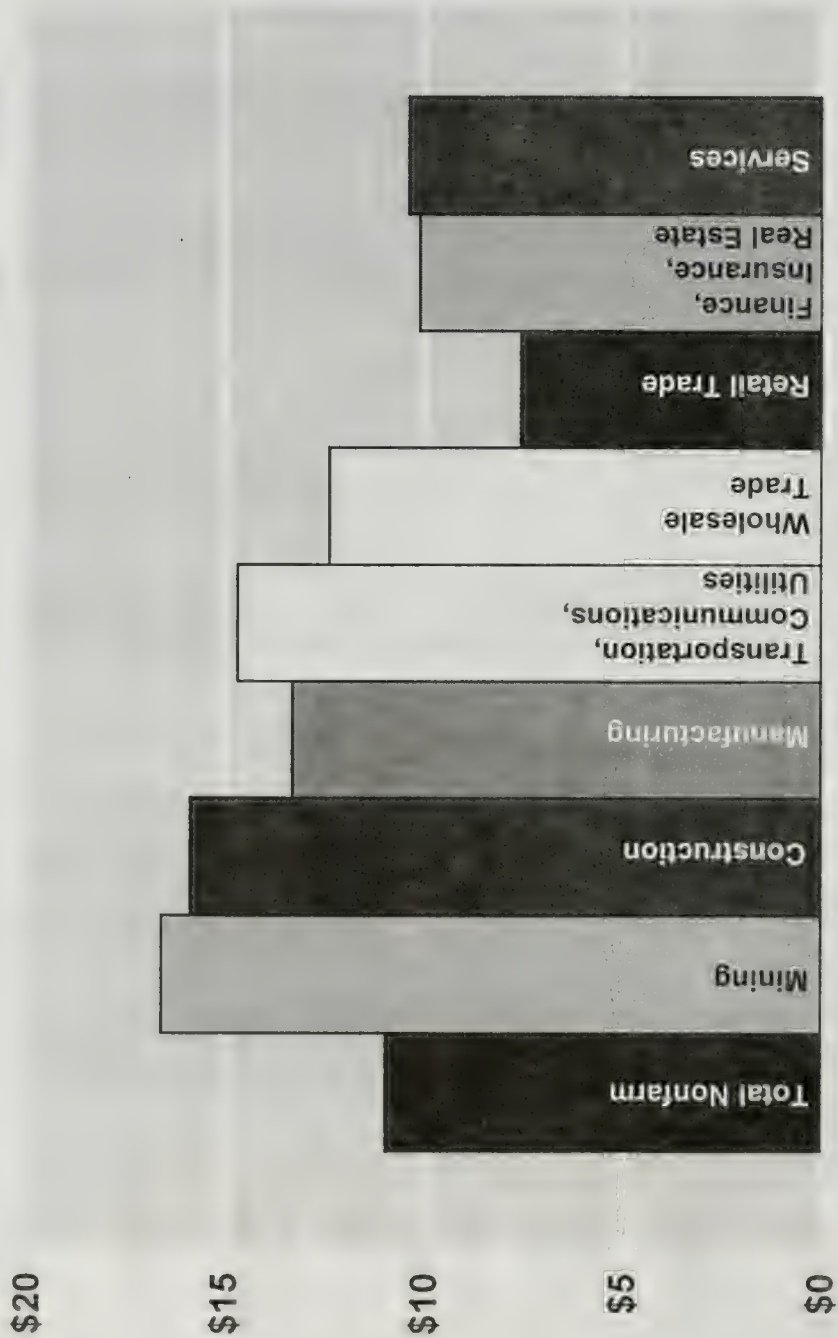


*A high-wage industry is one with annual wages above the 1997 national average of about \$30,000.

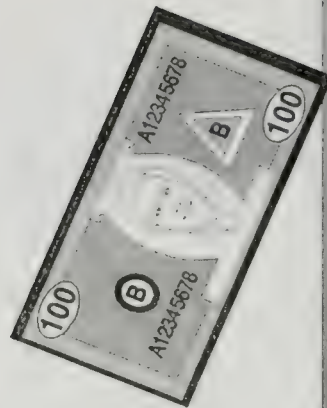
Data from ES-202 (Covered Employment) Series; U.S. Bureau of Economic Analysis for railroads
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

1997 Annual Average Hourly Earnings

Montana Private Nonfarm Nonsupervisory Jobs



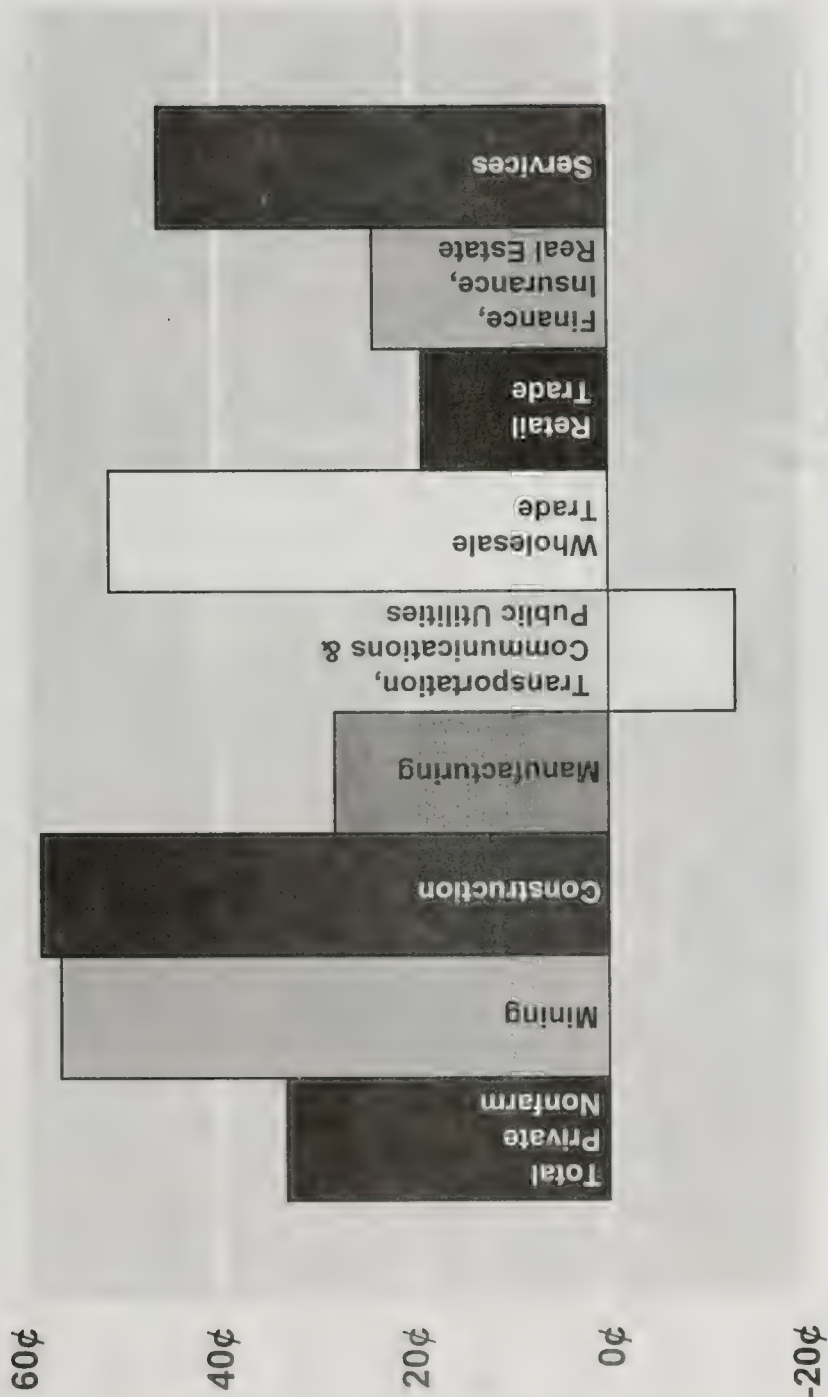
Hourly pay in Mining (\$16.57) and Construction (\$15.84) is more than twice that in Retail Trade (\$7.57).



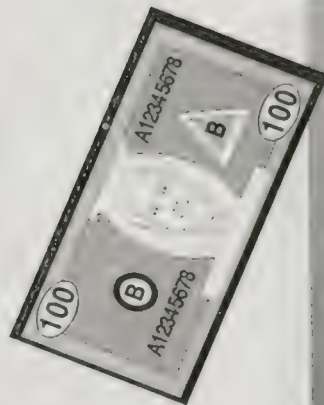
Change in Annual Average Hourly Earnings

1996 - 1997

Montana Private Nonfarm Nonsupervisory Jobs



The largest increase was in Construction (+58¢).

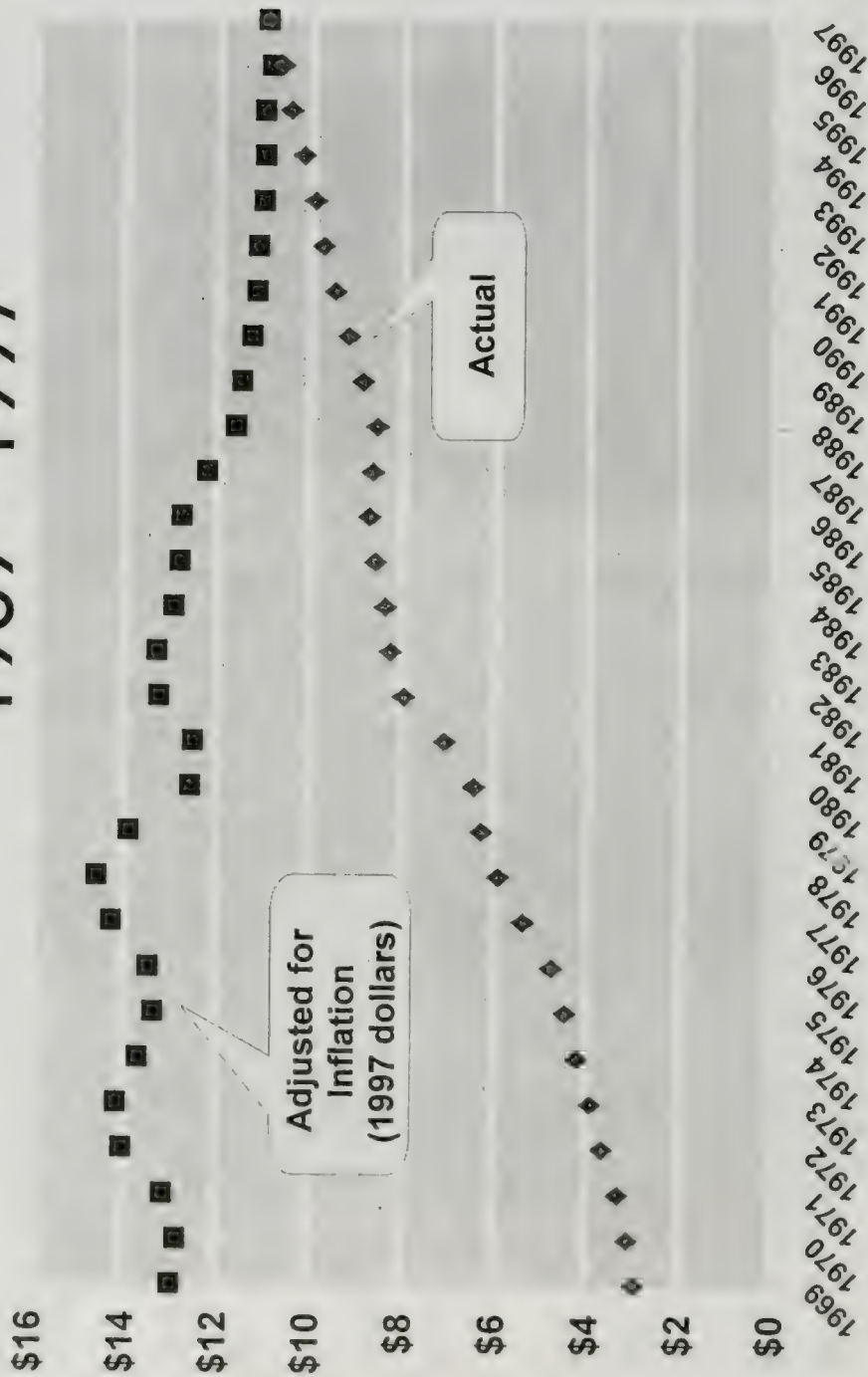


Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Annual Average Hourly Earnings

Montana Private Nonfarm Nonsupervisory Jobs

1969 - 1997



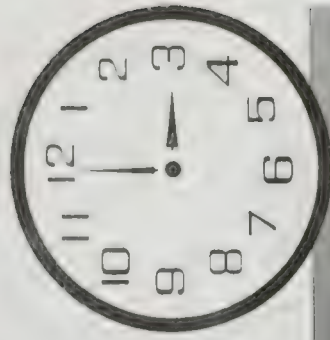
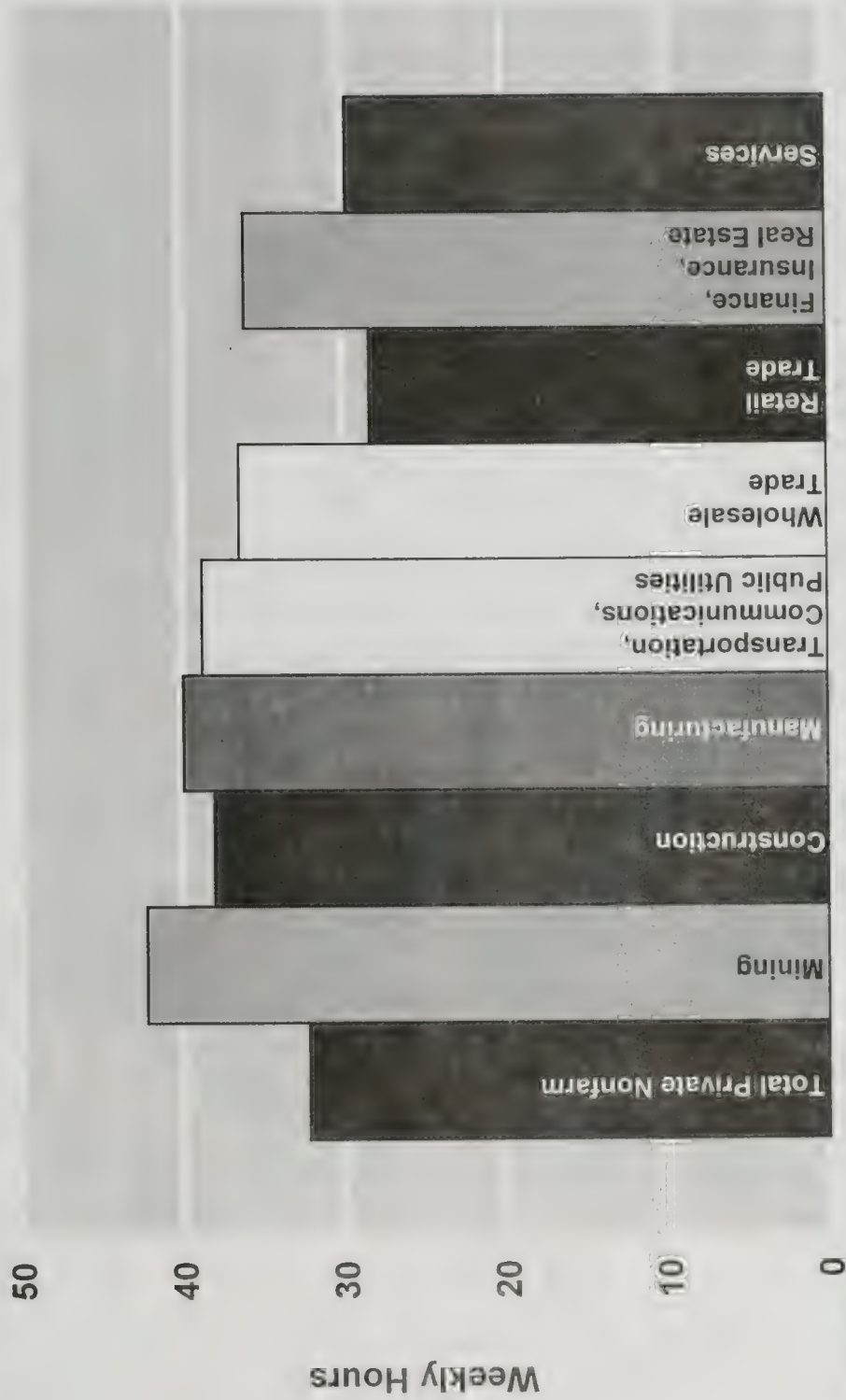
When adjusted for inflation, nonsupervisory workers' wages showed a 9-cent increase between 1996 and 1997.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis



1997 Annual Average Weekly Hours

Montana Private Nonfarm Nonsupervisory Jobs

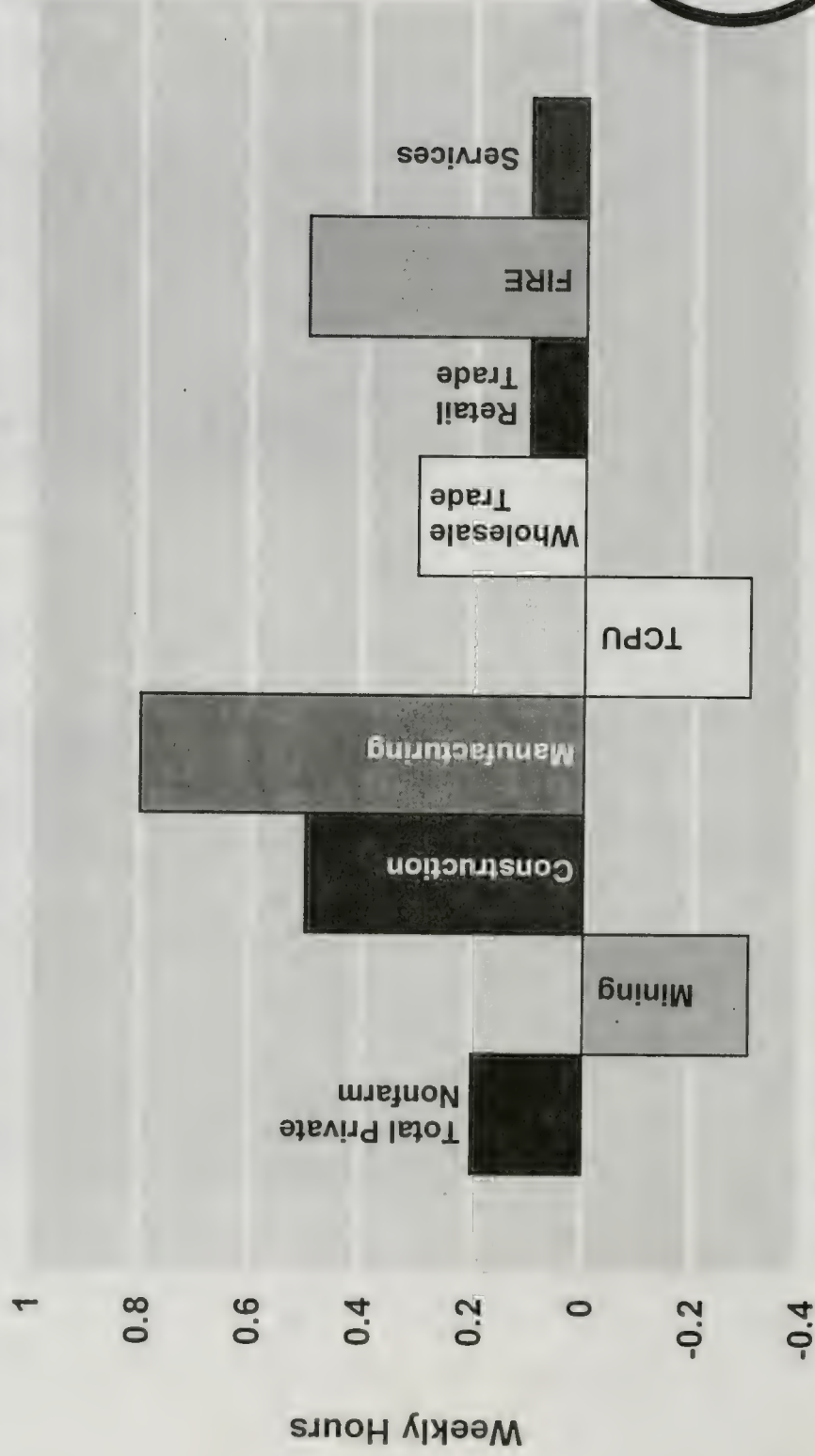


Retail Trade and Services have a greater percentage of part-time workers than other sectors.

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Change in Annual Average Weekly Hours 1996 - 1997

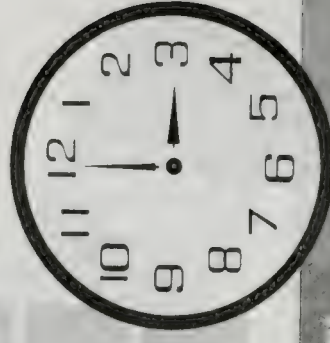
Montana Private Nonfarm Nonsupervisory Jobs



Average weekly hours for total private nonfarm nonsupervisory jobs increased two-tenths of a percent.

TCPU = Transportation, Communications,
Public Utilities
FIRE = Finance, Insurance, Real Estate

Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis



Annual Average Weekly Hours

Private Nonfarm Nonsupervisory Jobs

1969 - 1997



Both Montana & the U.S. are moving toward more part-time employment for nonsupervisory workers.

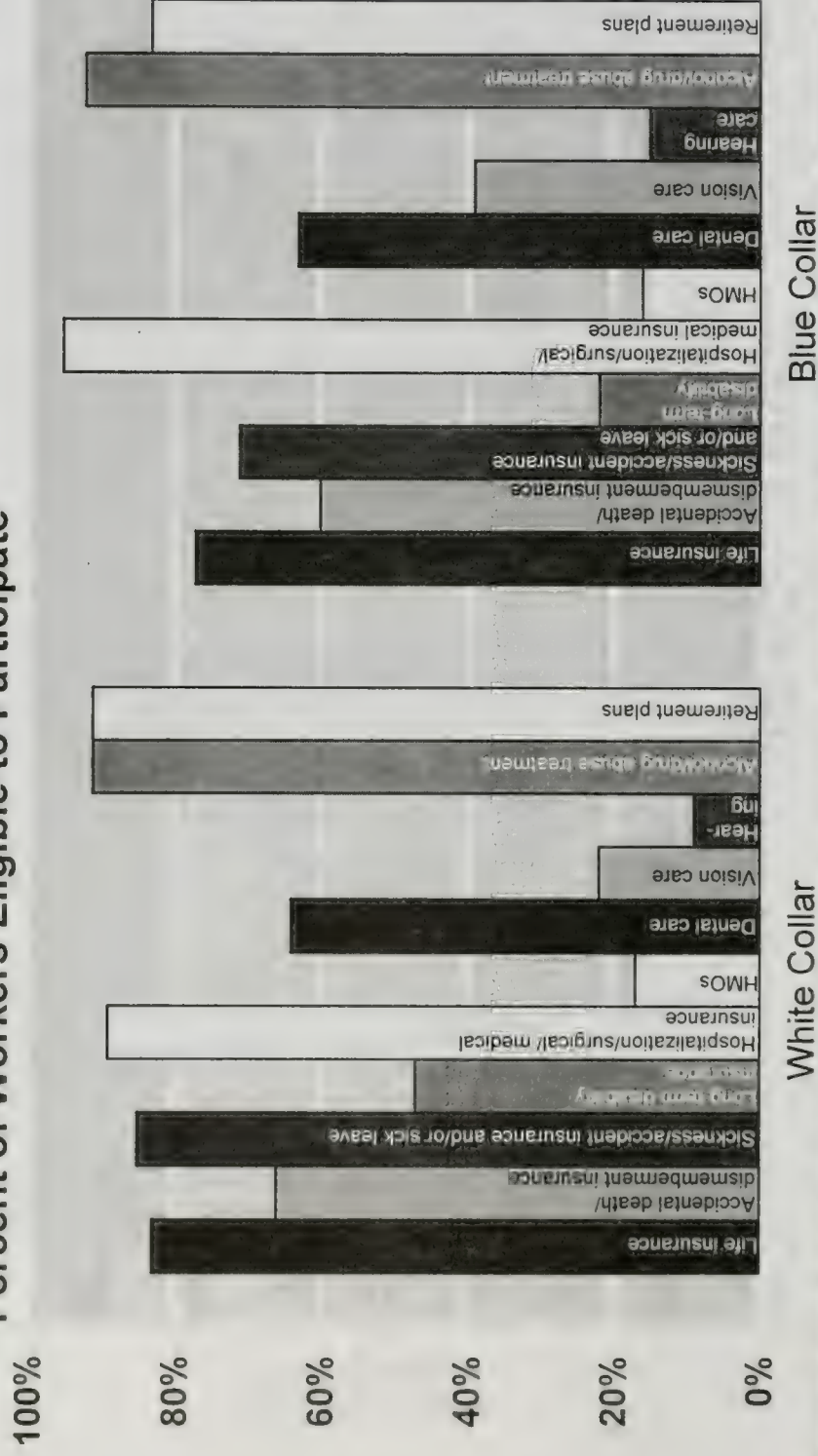
Data from Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Insurance, Health & Retirement Plans*

Montana - September 1993

Offered to Full-Time Workers in Businesses with More than 50 Employees

Percent of Workers Eligible to Participate



99% of white-collar and 96% of blue-collar workers are offered at least one type of benefits.

*Benefit plans may be partially or totally paid by the employer.

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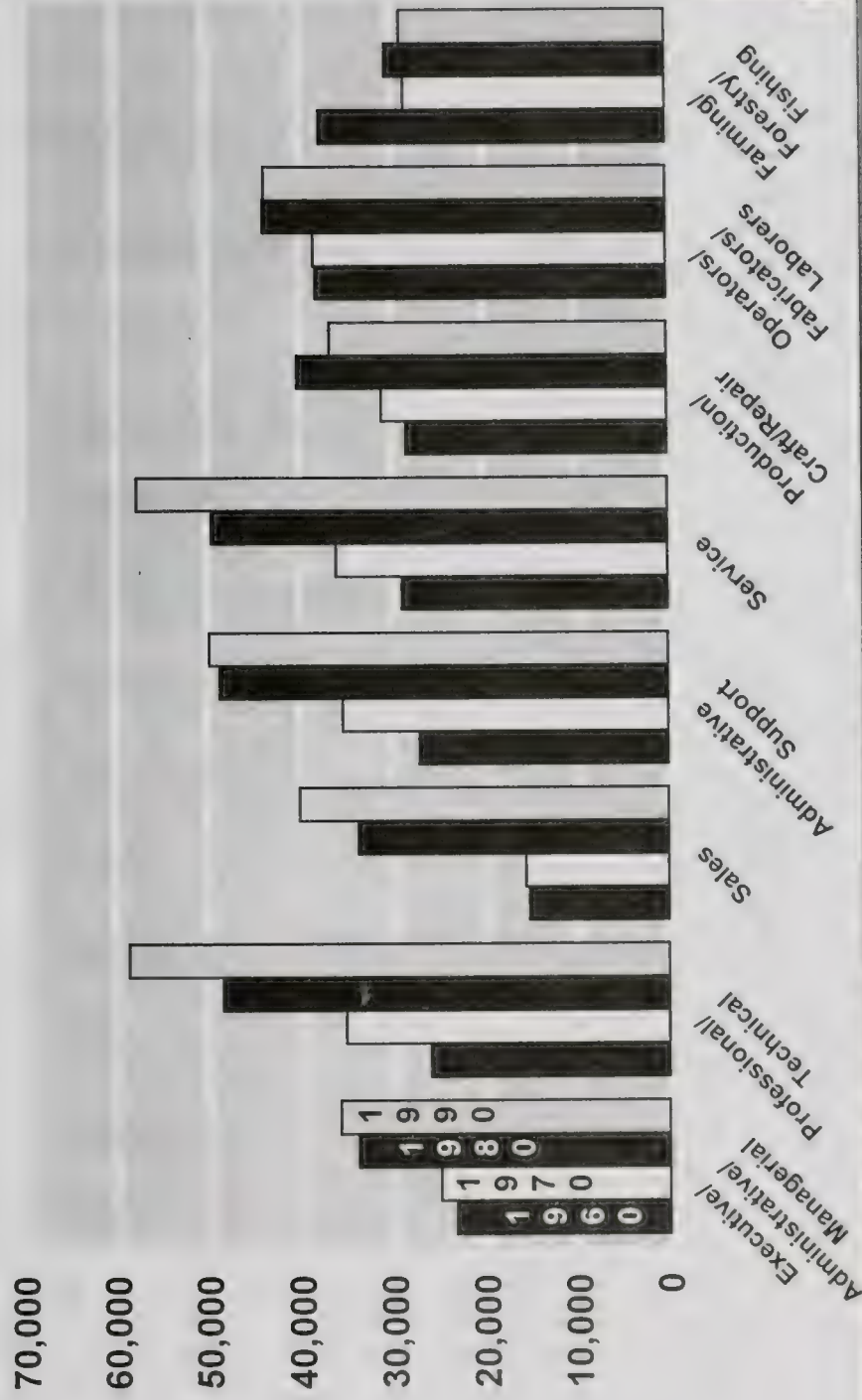
Labor Day Report

Profile of the Montana Worker

What We Do . . .

Occupations of Montana Workers

1960, 1970, 1980, 1990

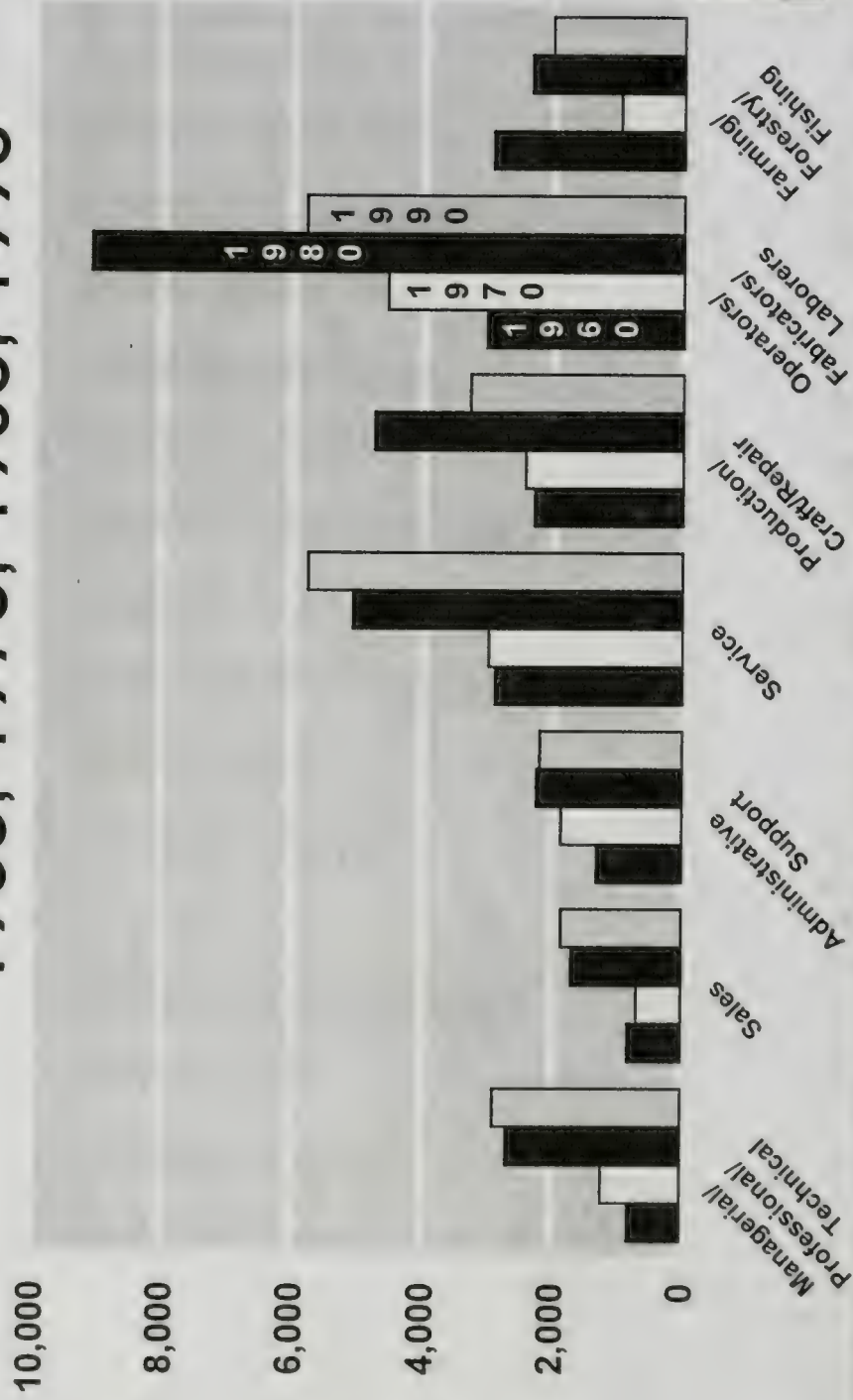


Strongest growth is in Professional/Technical, Sales and Service occupations.

Data from 1960, 1970, 1980, 1990 Census
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Occupations of Unemployed Montanans with Previous Work Experience

1960, 1970, 1980, 1990



Most unemployed Montanans are from Service and Operators/Fabricators/Laborers occupations.

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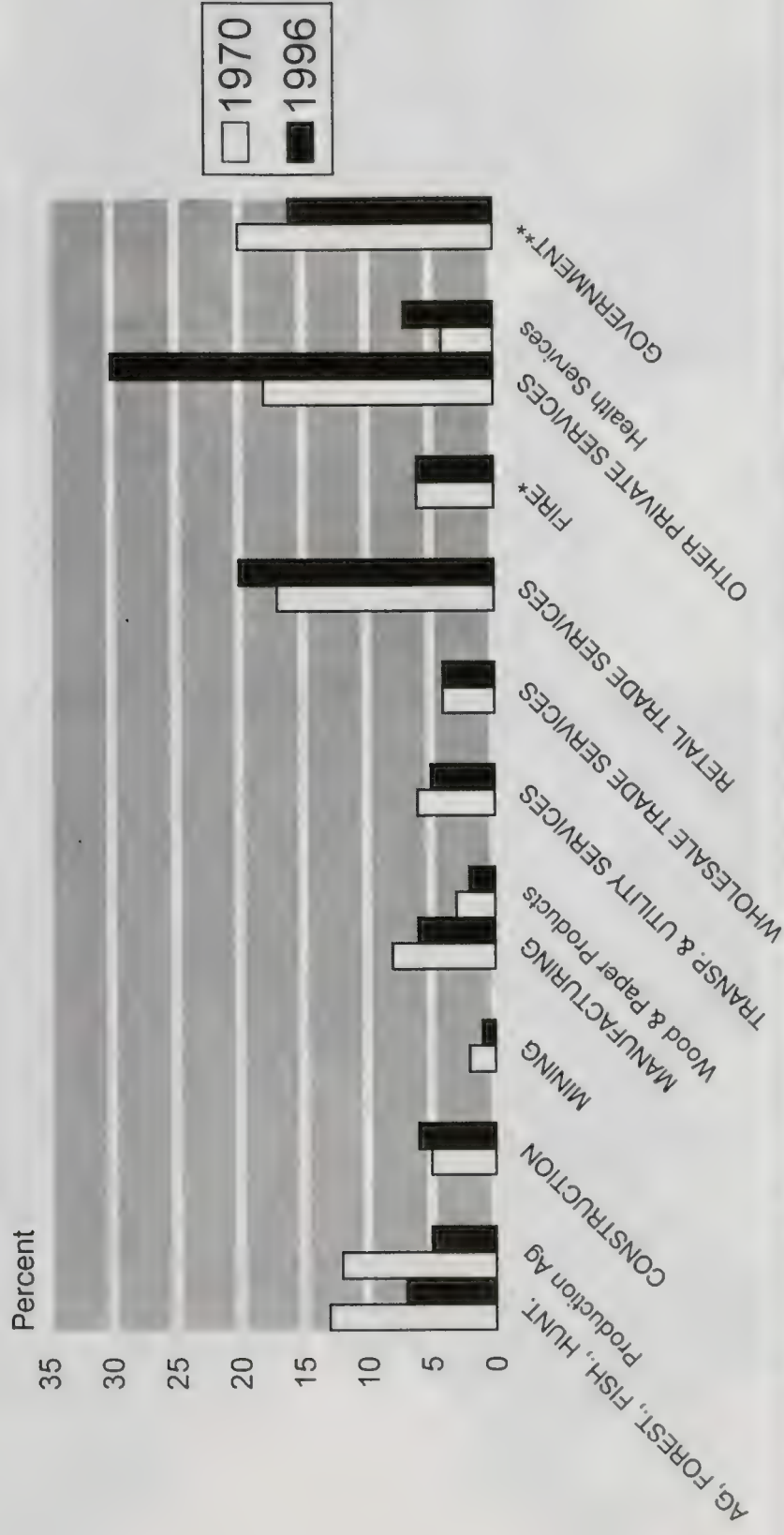
Labor Day Report

Profile of the Montana Worker

Where We Work . . .

Distribution of Jobs by Broad Industry

Montana 1970 and 1996

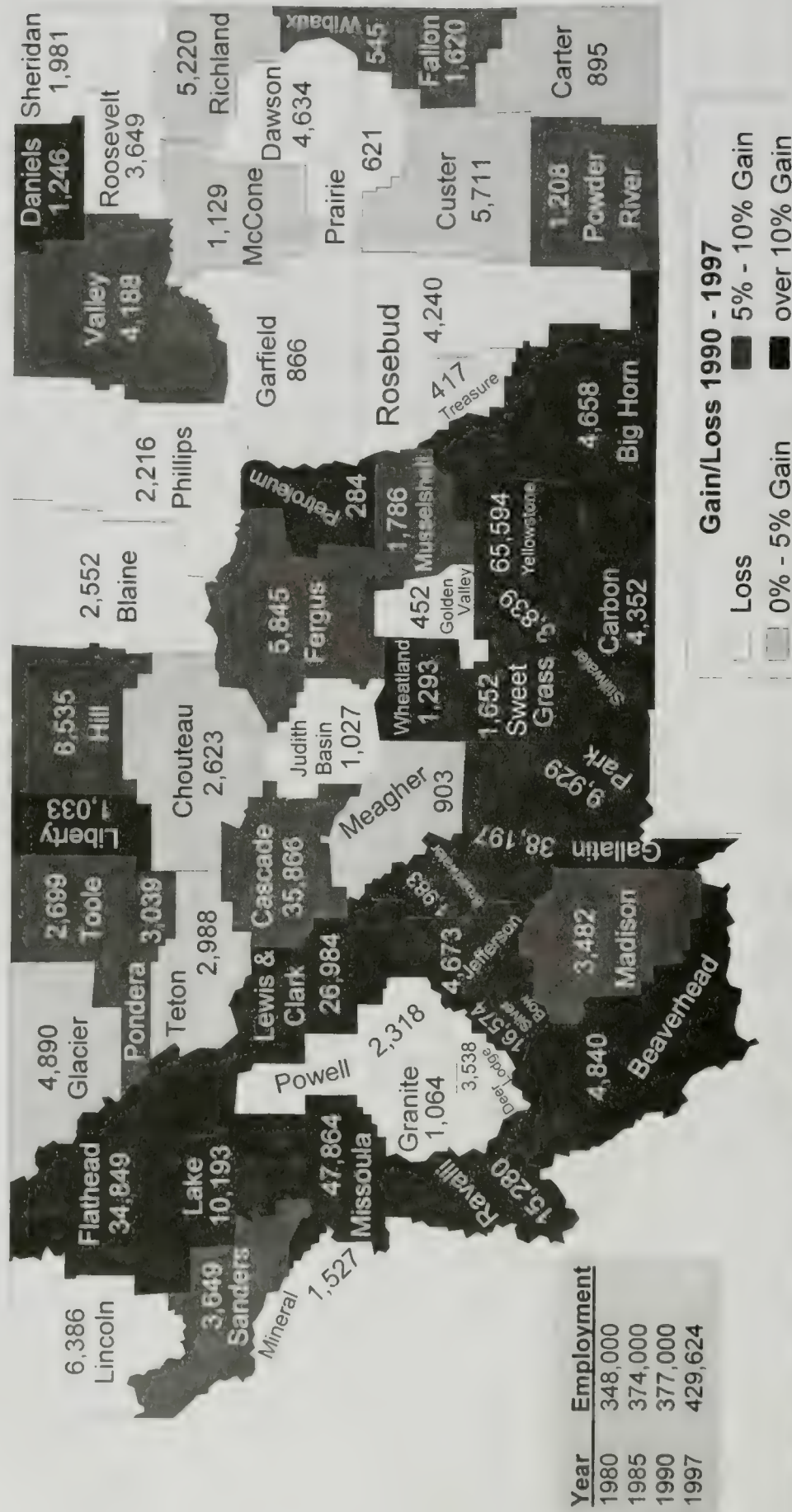


Private services jobs, including higher-paying health services, are an important component of Montana's economy.

*FIRE = Finance, Insurance & Real Estate Services
 **Includes Public Education

Source: U.S. Bureau of Economic Analysis; jobs include self-employment
 Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

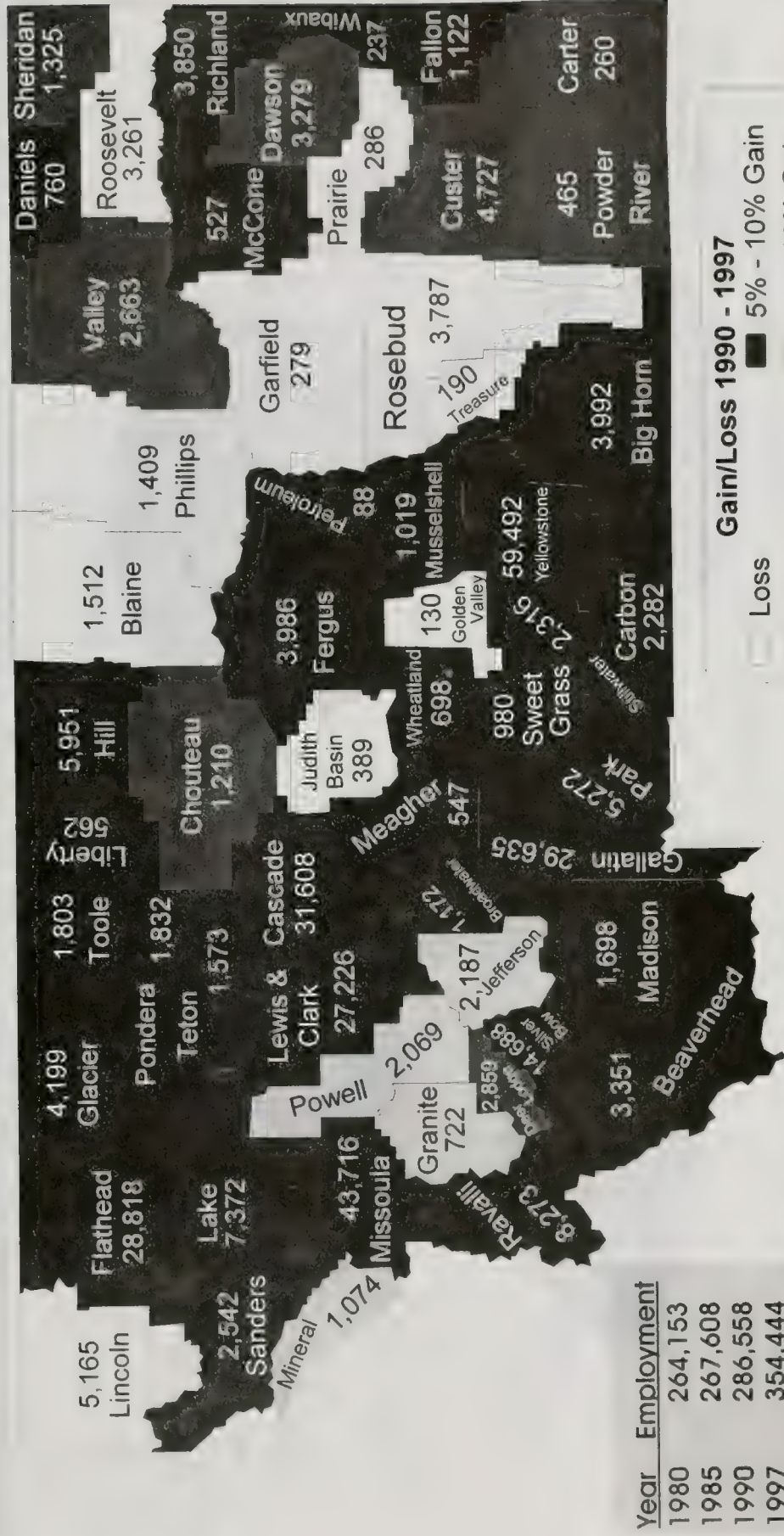
Annual Average Total Employment 1997



Data from Local Area Unemployment Statistics series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Annual Average Covered Employment*

1997



46 of 56 counties showed growth. State Employment Total: 354,444 Gain 1990 - 1997: +23.7%

Data from ES-202 (Covered Employment*) series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis
*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Montana Employment* by Work Site Size

Annual Average 1997

1 - 4 employees
15,953

54.1%



5 - 9 employees
6,274

10 - 19 employees
3,723

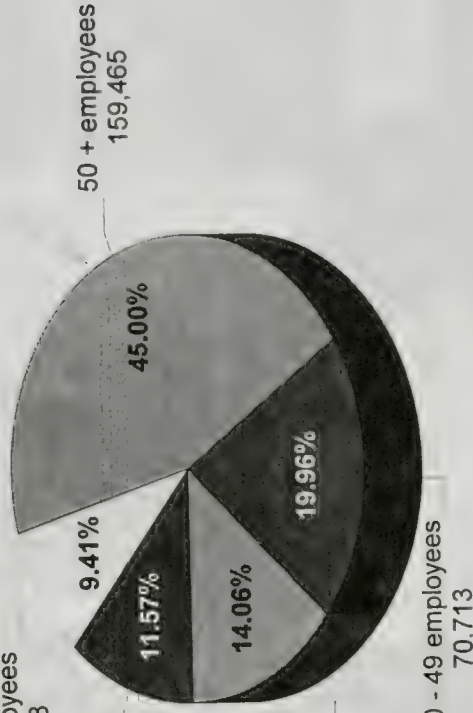
1 - 4 employees
33,348

50 + employees
1,165

20 - 49 employees
2,356

Number of Employees

- Almost half of Montana's employees work at less than 4% of the work sites (those with 50+ employees).
- Nearly 65% of Montana's employees work at 12% of Montana's work sites.



5 - 9 employees
40,981

10 - 19 employees
49,837

20 - 49 employees
70,713

50 + employees
159,465

Number of Business Work Sites

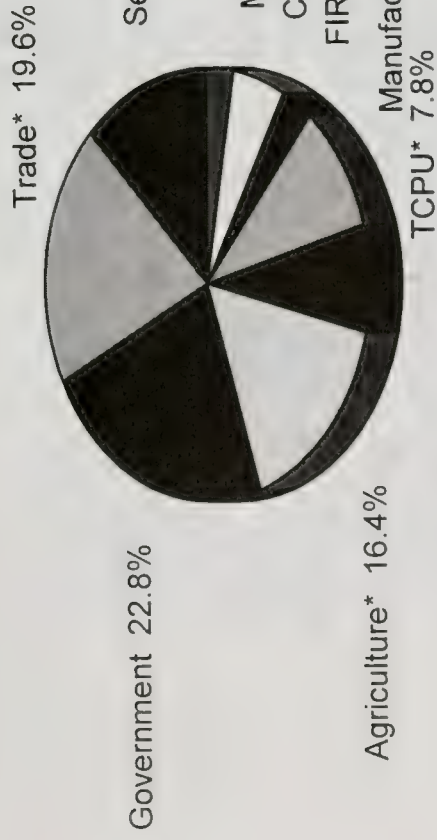
- Over half of Montana's business work sites have fewer than 5 employees.
- 88% of Montana's business work sites have fewer than 20 employees.
- Only 4% of Montana's business work sites have 50 or more employees.

From 1996 to 1997 there was a net annual average increase of 454 work sites and 4,714 employees.

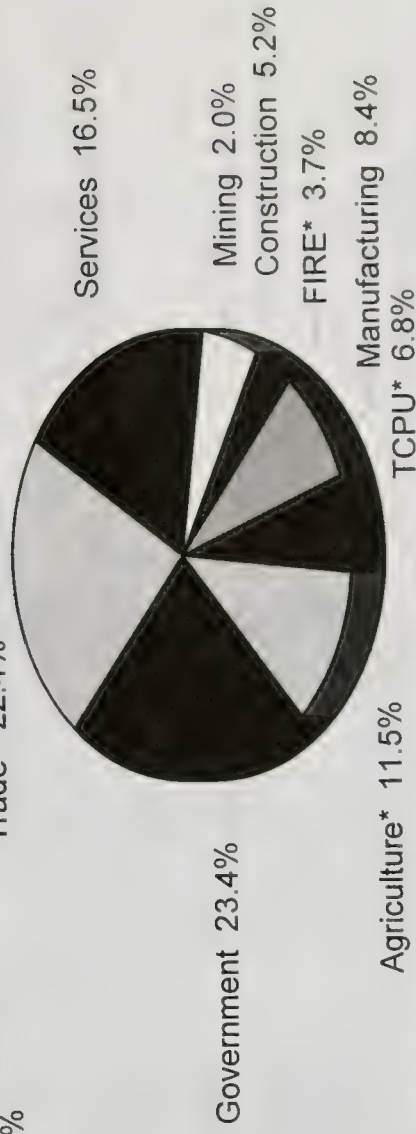
*Covered employment includes government, but excludes railroads, self-employed and most ag employment.

Compiled by Montana Department of Labor & Industry, Office of Research & Analysis
Data from ES-202 (covered employment*) series

Montana Employment



1977

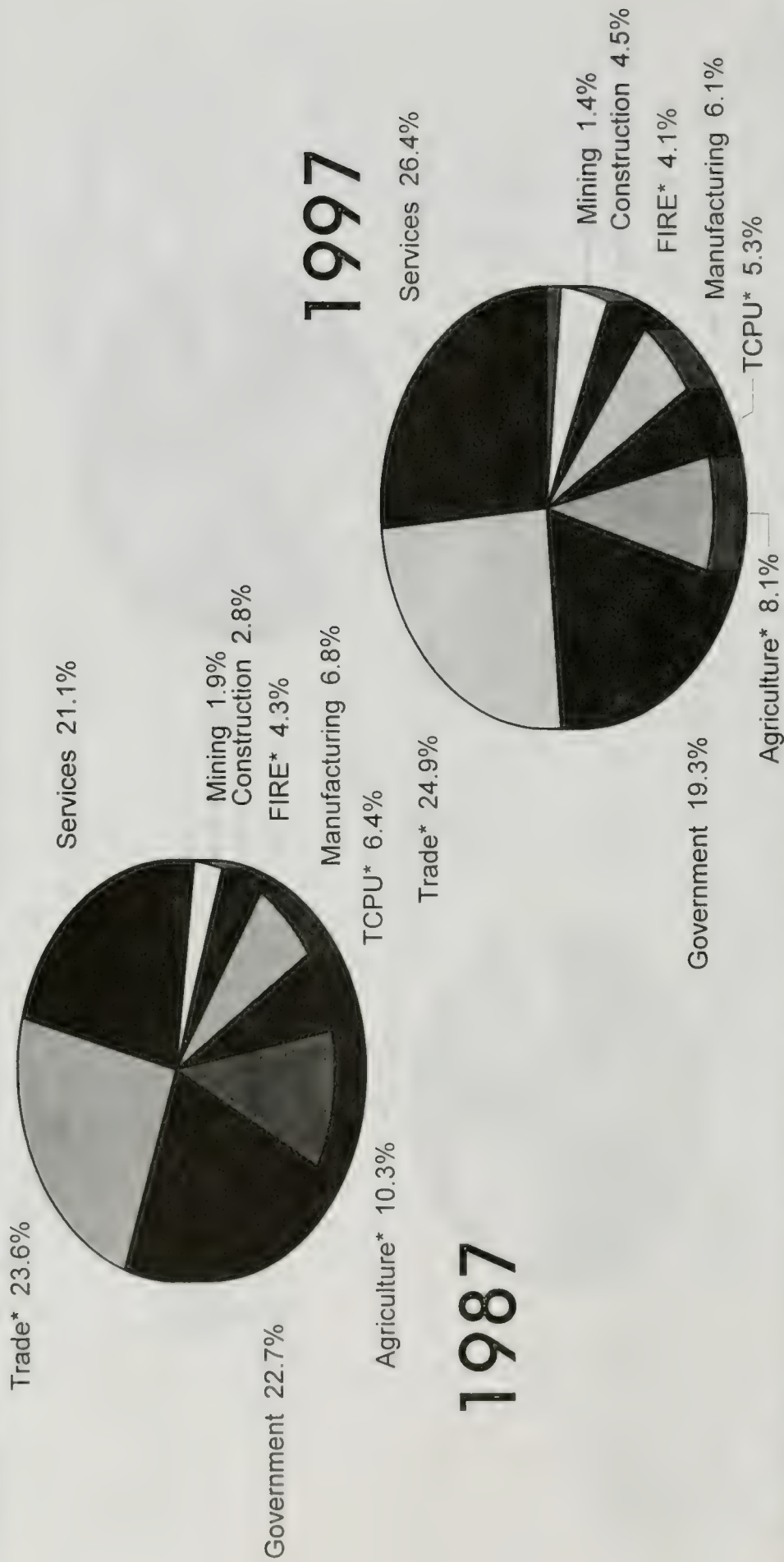


Ag, Forestry, Fishing and Hunting, and Mining, Manufacturing and TCPU dropped as a percent of total employment

*Agriculture = Ag, Forestry, Fishing, Hunting
 *FIRE = Finance, Insurance & Real Estate
 *Trade = Wholesale/Retail Trade
 *TCPU = Transportation, Communications & Public Utilities

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
 Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Employment



Government employment dropped as a percent of total employment between 1987 and 1997.

*Agriculture= Ag, Forestry, Fishing & Hunting

*FIRE = Finance, Insurance & Real Estate

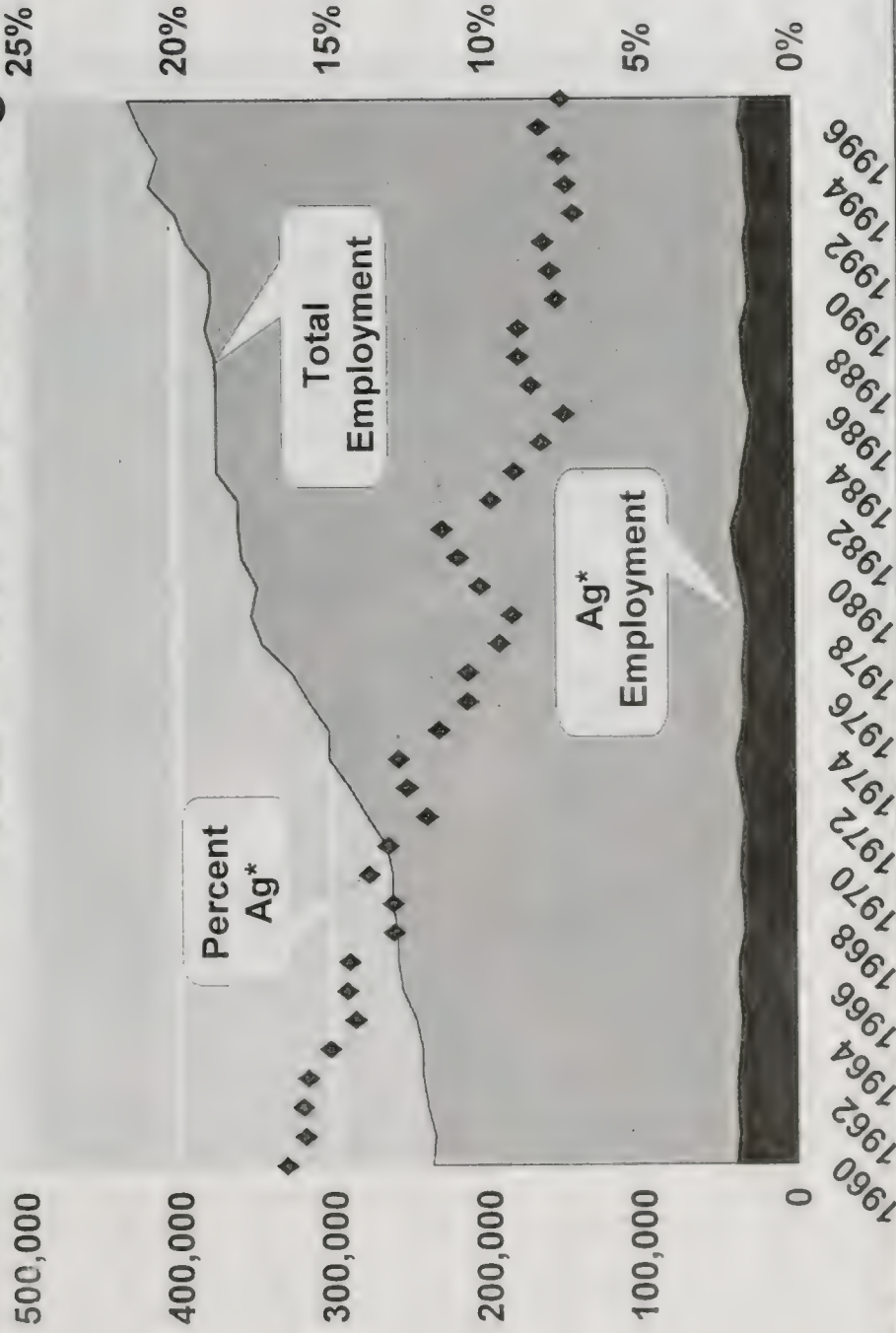
*Trade = Wholesale/Retail Trade

*TCPU = Transportation, Communications & Public Utilities

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Agriculture, Forestry, Fishing and Hunting Employment

1960 - 1997 Annual Averages 25%



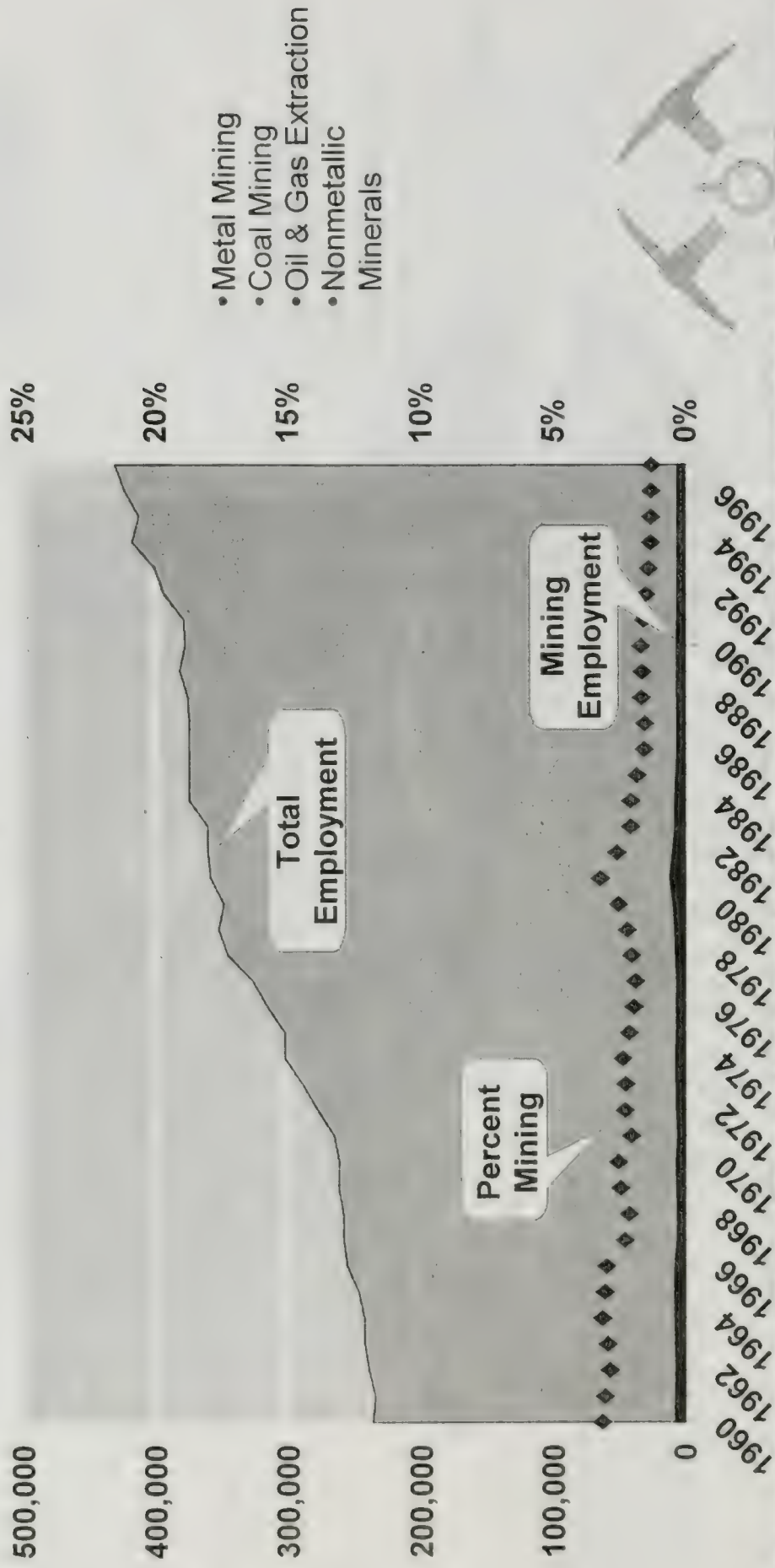
Ag, Forestry, Fish. & Hunt. employment over time has declined both in absolute and relative terms.

*Agriculture= Ag, Forestry, Fishing & Hunting

Compiled by Montana Department of Labor & Industry, Office of Research & Analysis
Data from Local Area Unemployment Statistics

Montana Mining Employment

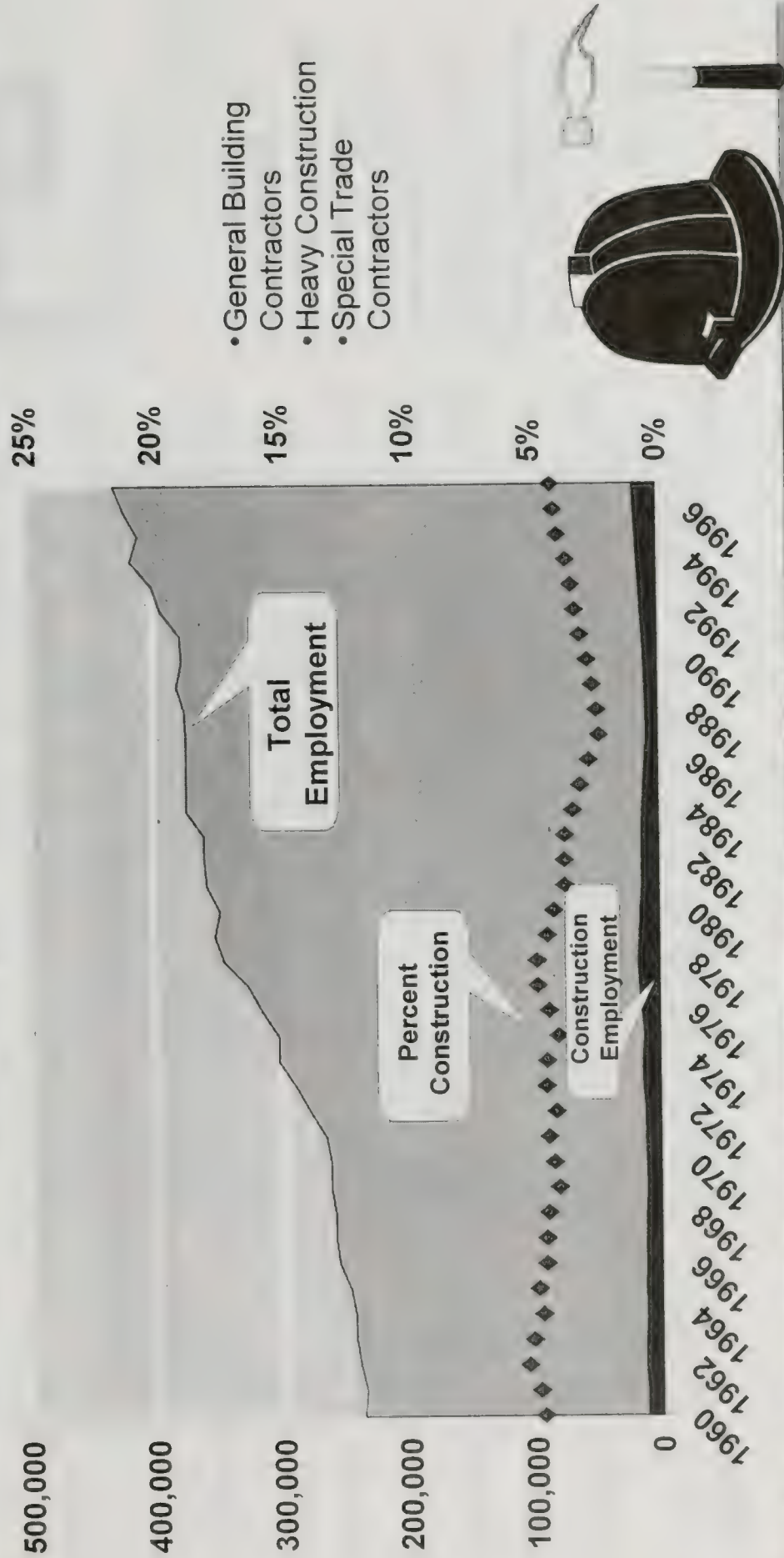
1960 - 1997 Annual Averages



Mining employment has generally declined since 1960.

Montana Construction Employment

1960 - 1997 Annual Averages

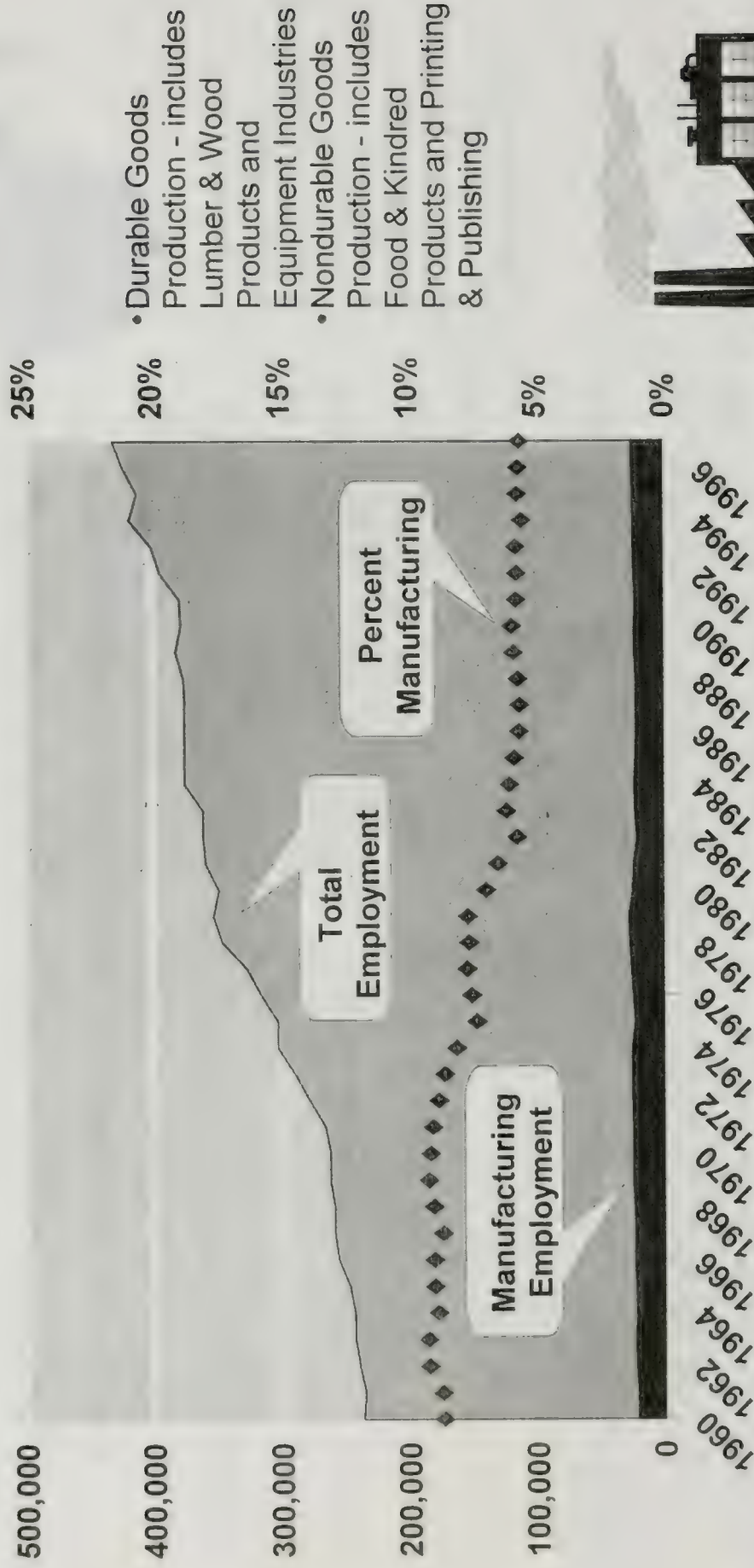


Construction employment increases since 1990 have been largely fueled by population growth.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Manufacturing Employment

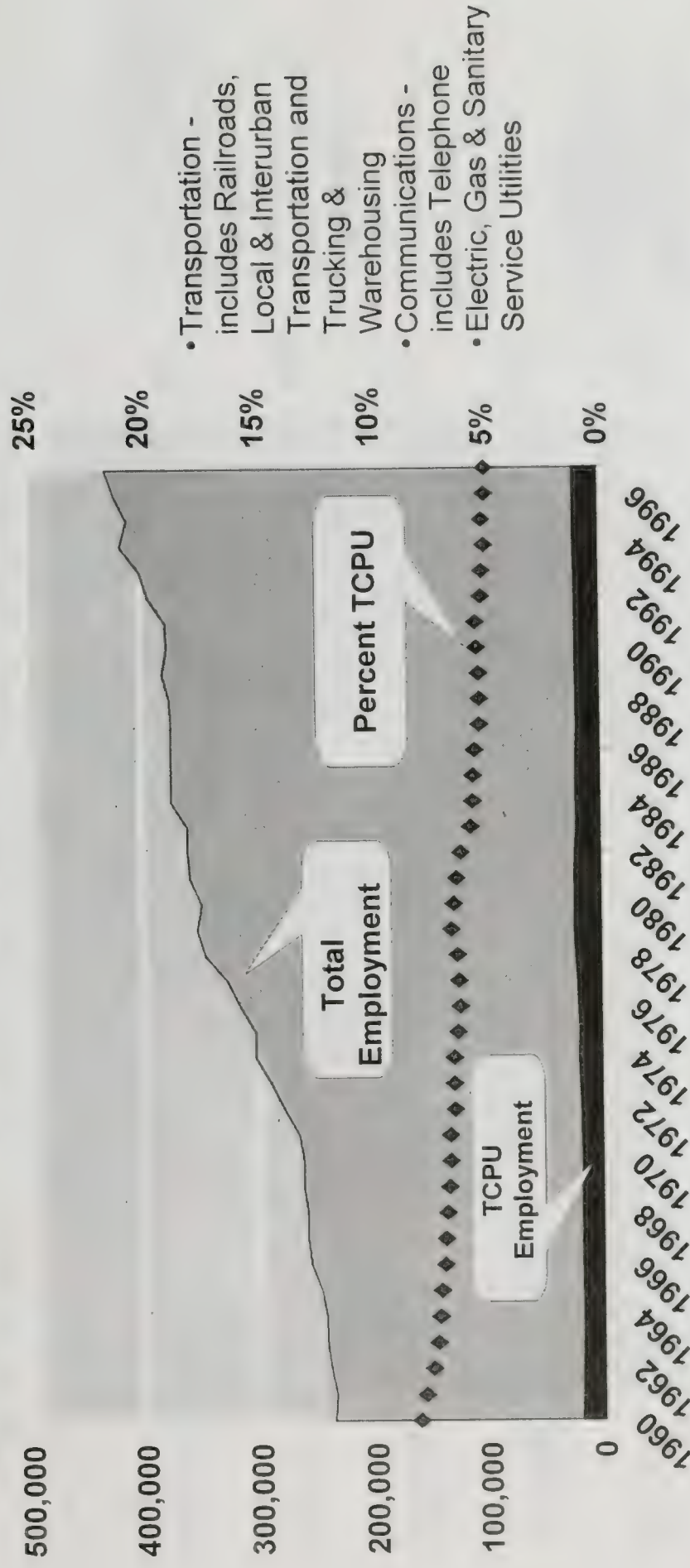
1960 - 1997 Annual Averages



Sporting goods manufacturing, industrial machinery and printing/publishing have increased in importance over time.

Montana Transportation, Communications and Public Utilities Employment (TCPU)

1960 - 1997 Annual Averages

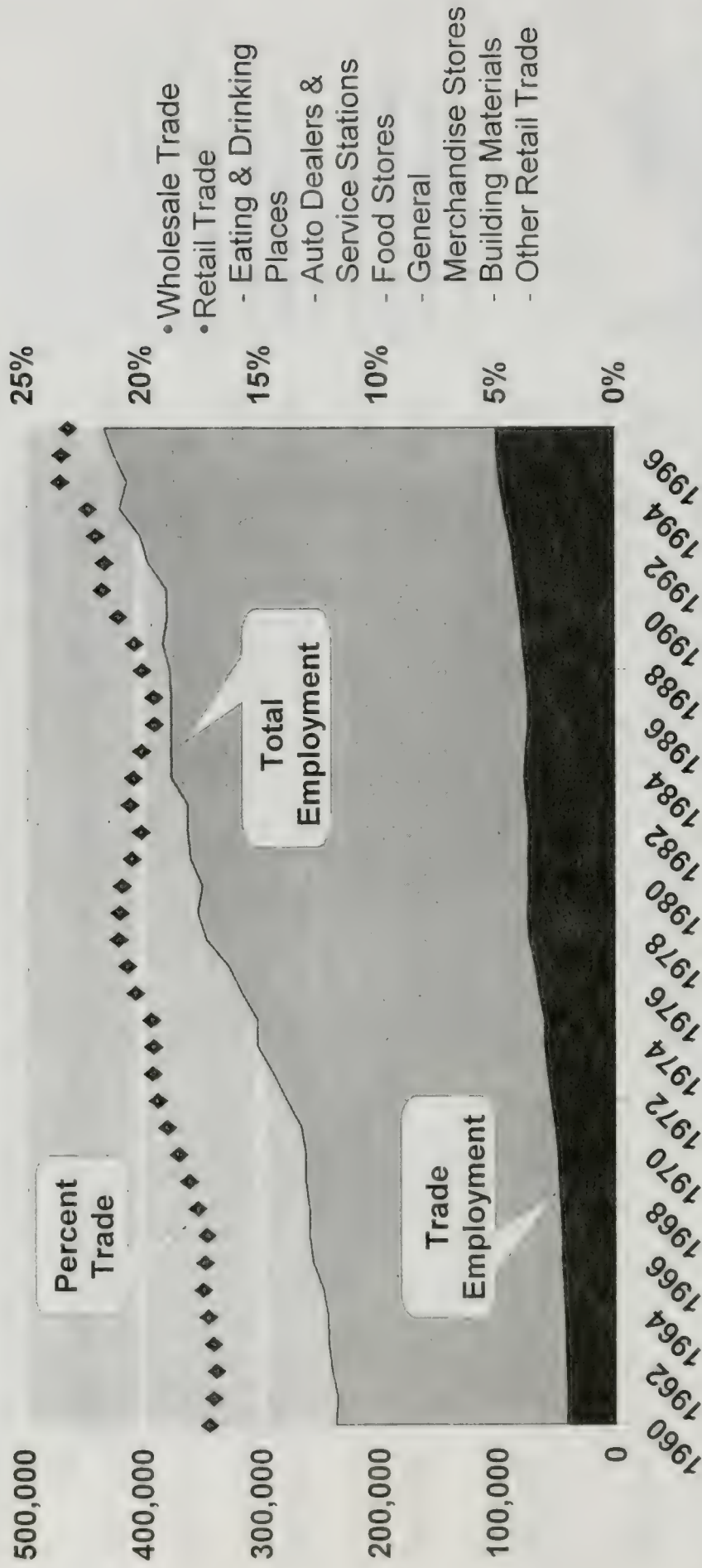


Average wage and salary jobs in railroads, communications and public utilities are high wage.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Trade Employment

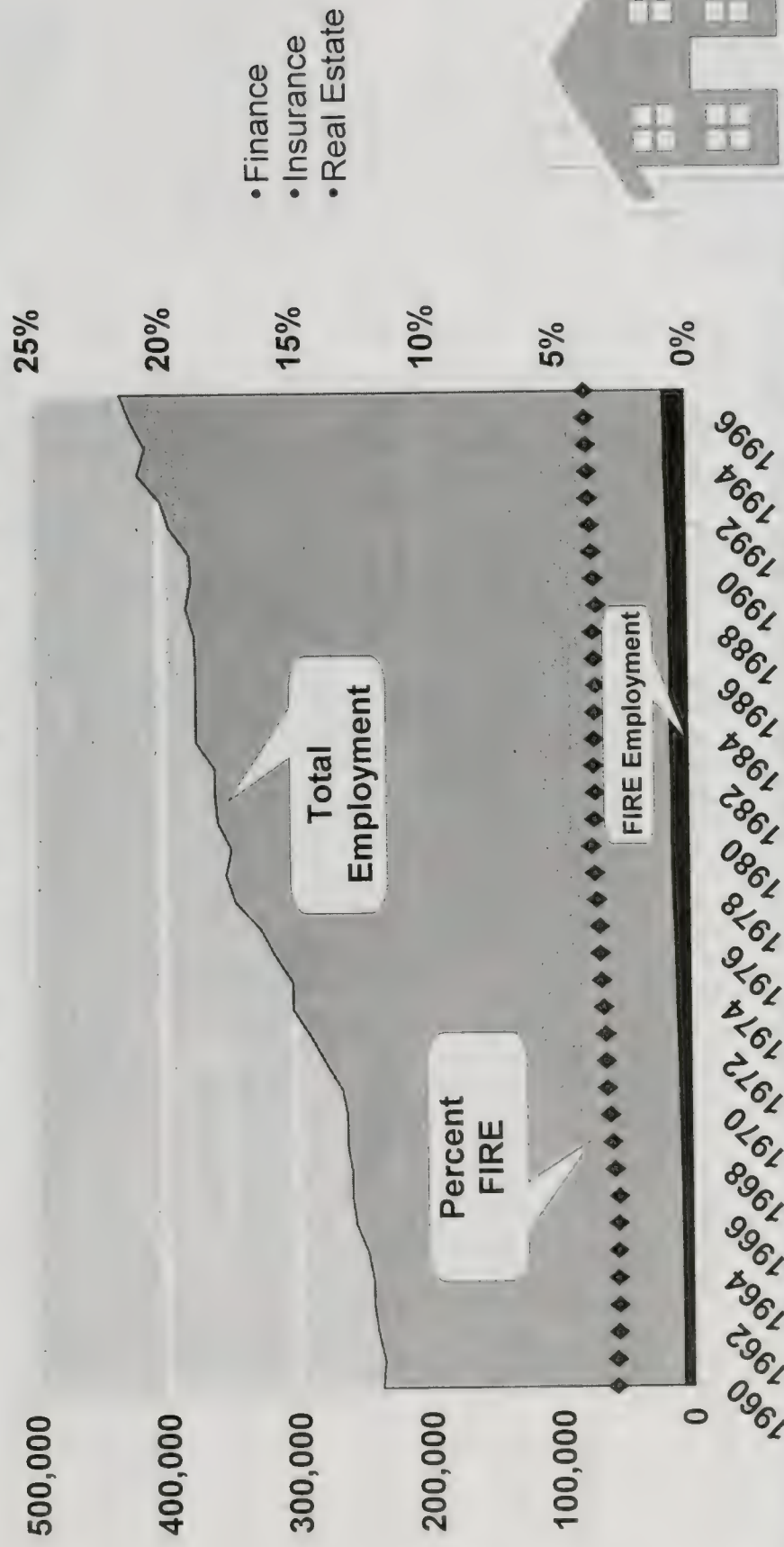
1960 - 1997 Annual Averages



After slow growth in the 1980s, retail trade growth in the '90s is strong due to population increases.

Montana Finance, Insurance & Real Estate Employment (FIRE)

1960 - 1997 Annual Averages

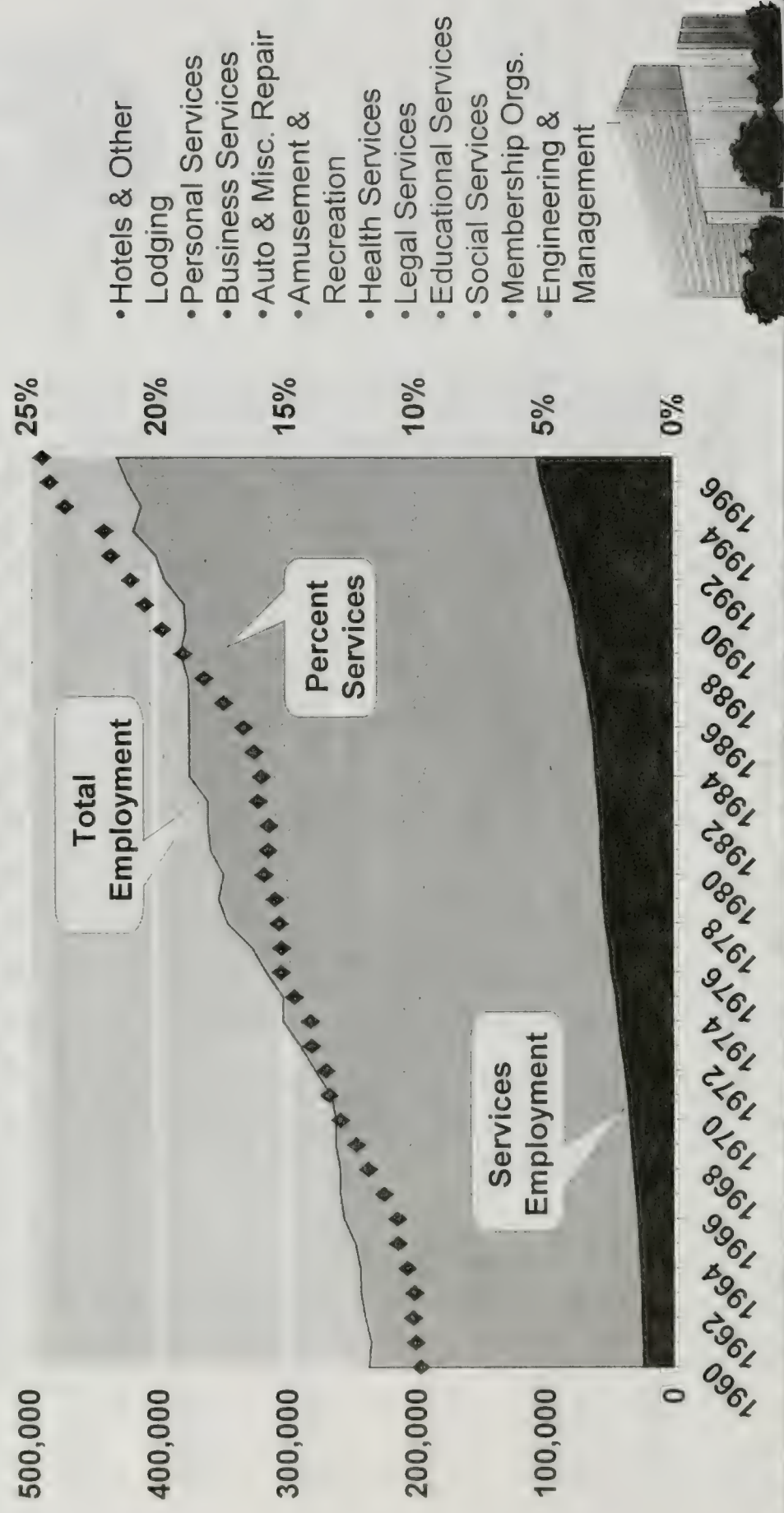


Credit agencies, security & commodity brokers, insurance carriers and holding & investment offices are high-wage industries.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Services Employment

1960 - 1997 Annual Averages

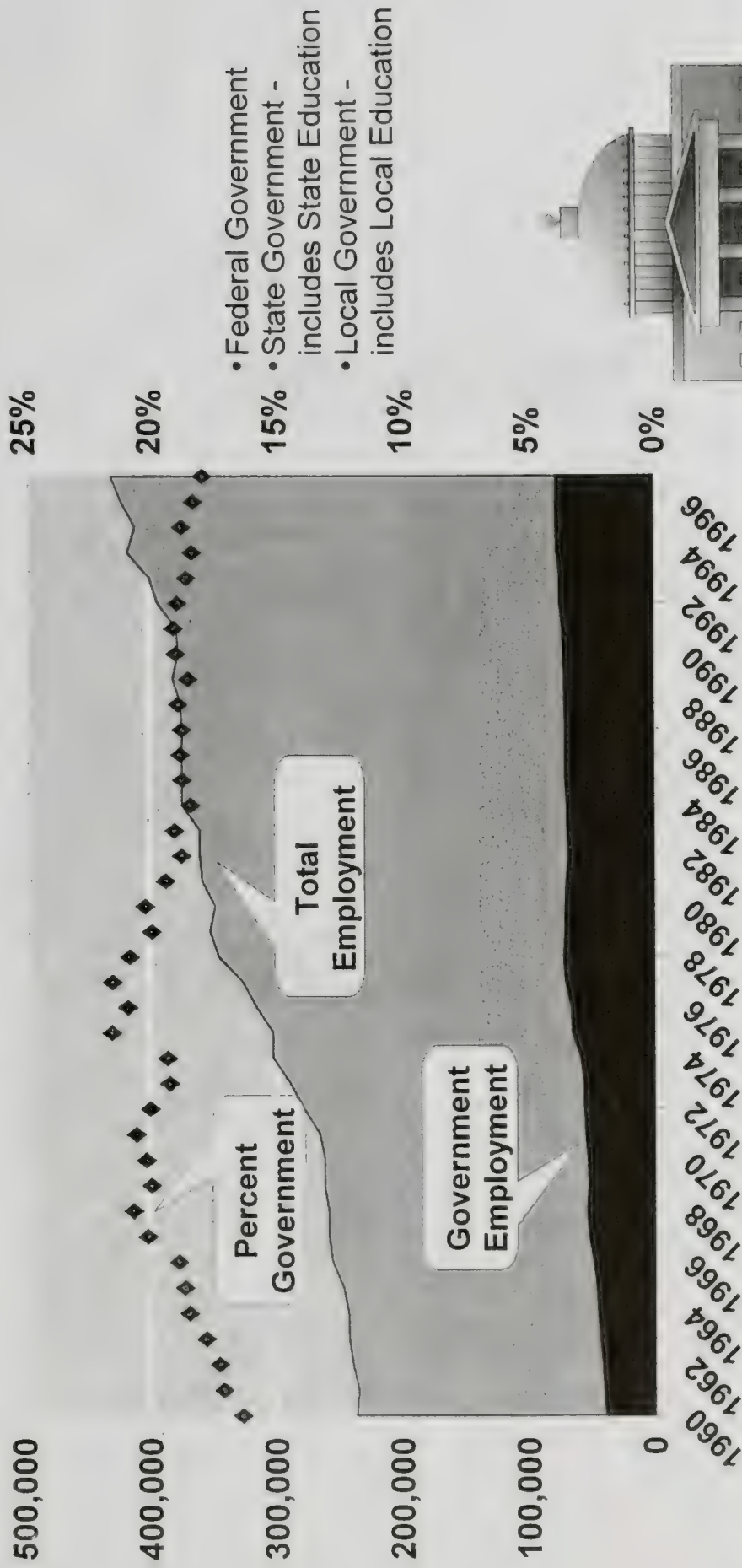


This group of service sectors has grown both absolutely and relative to the total Montana economy.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Montana Government Employment

1960 - 1997 Annual Averages

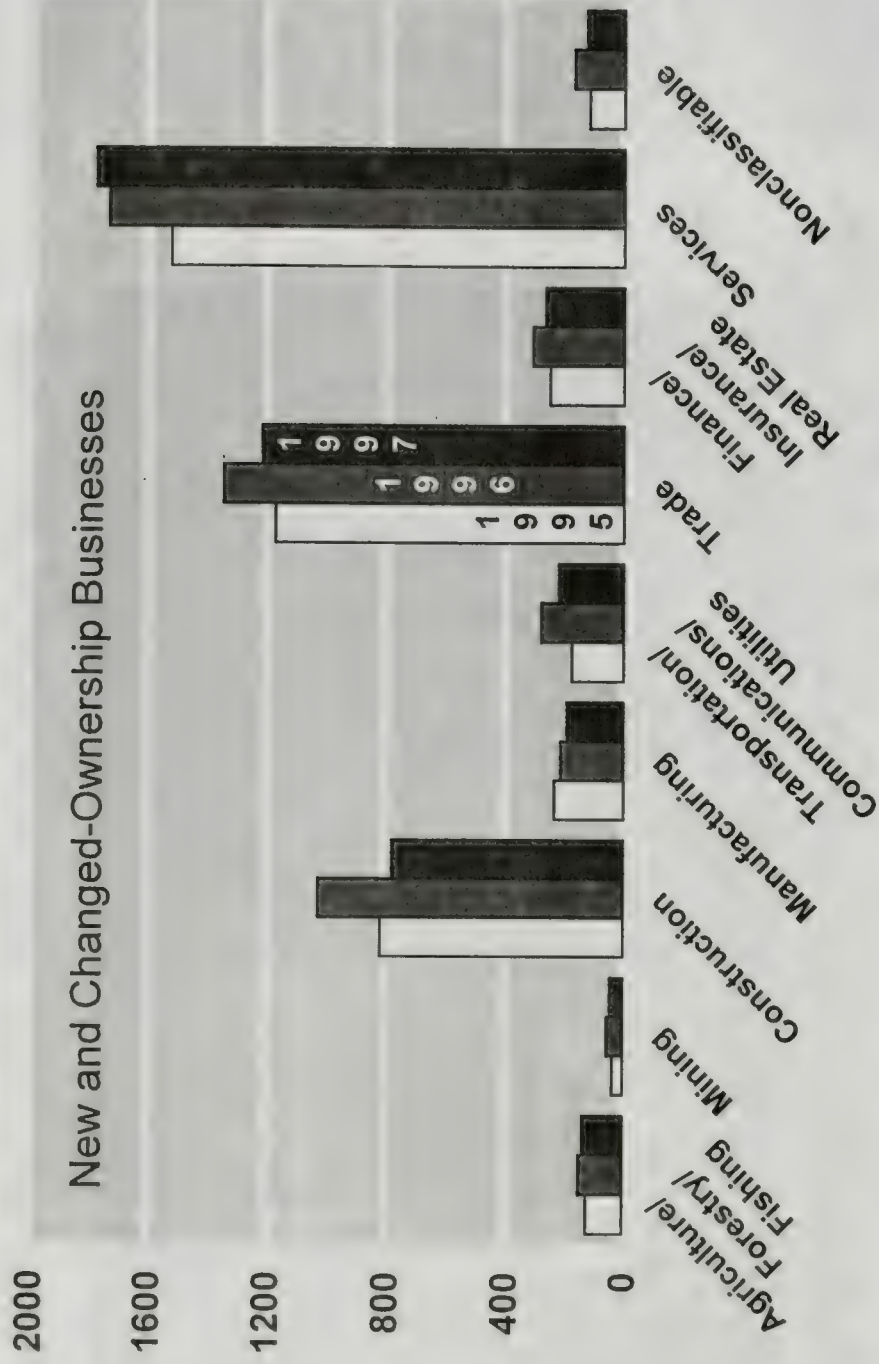


Government's share of total employment has generally declined since 1975.

Data from Local Area Unemployment Statistics and Current Employment Statistics Series
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

New Business* Establishments

Montana 1995 - 1997



Montana's fastest-growing sectors are Services and Wholesale/Retail Trade.

* A count of new business firms registered with the Unemployment Insurance Program and businesses qualifying as a new business firm because of a change in ownership.

Compiled by Montana Department of Labor & Industry, Office of Research & Analysis
Data from Montana Unemployment Insurance Program

Department of Labor & Industry
5th Annual



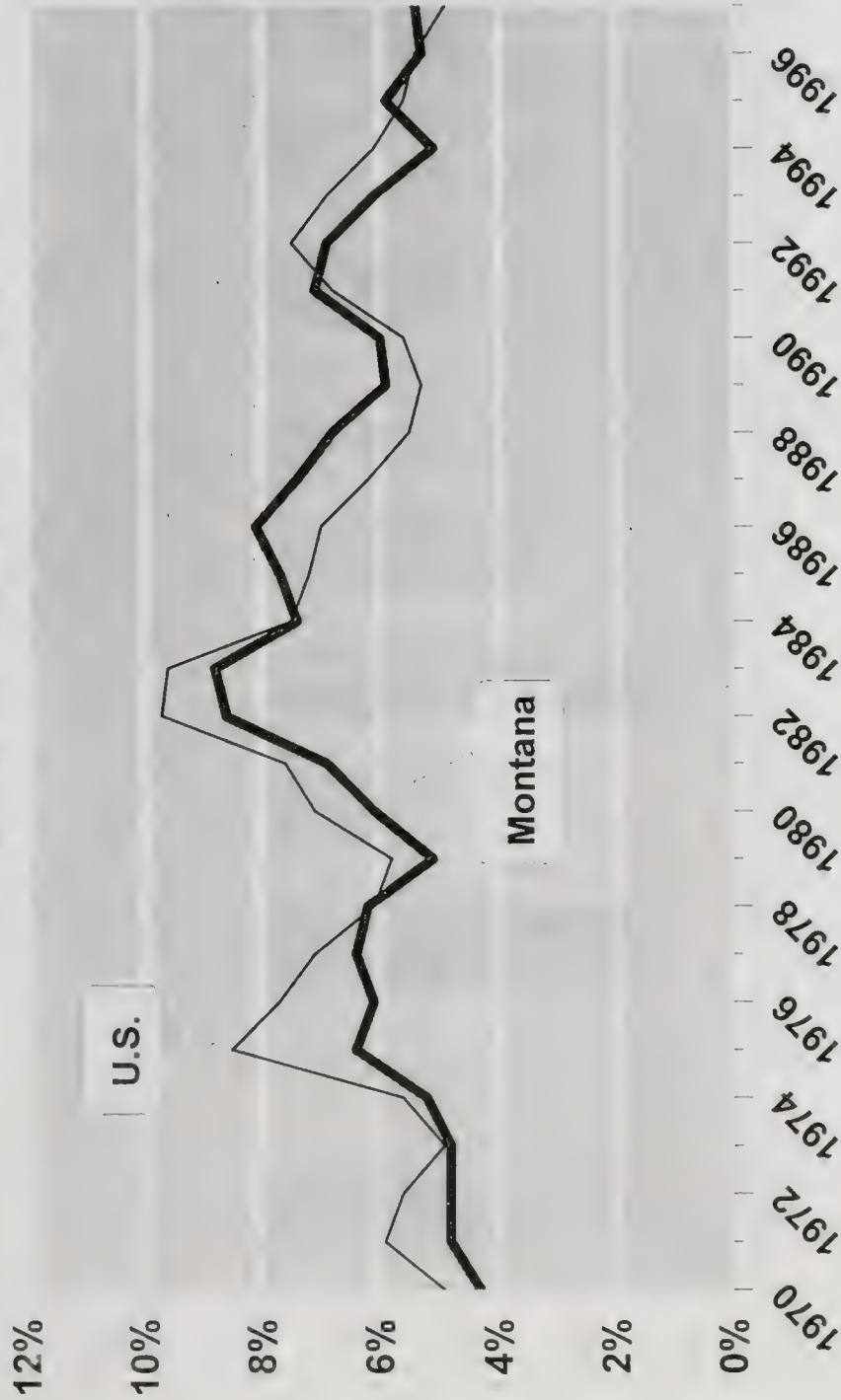
September 1998
Office of Research & Analysis
Montana Department of Labor & Industry



Labor Day Report

Profile of the Montana Worker Problems We Face . . .

Annual Average Unemployment Rate Montana and U.S.



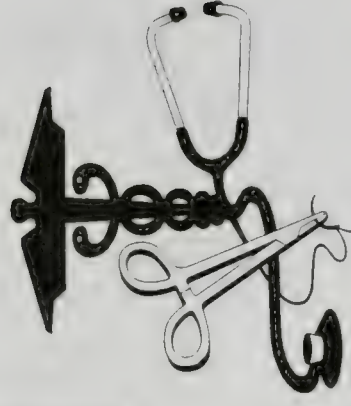
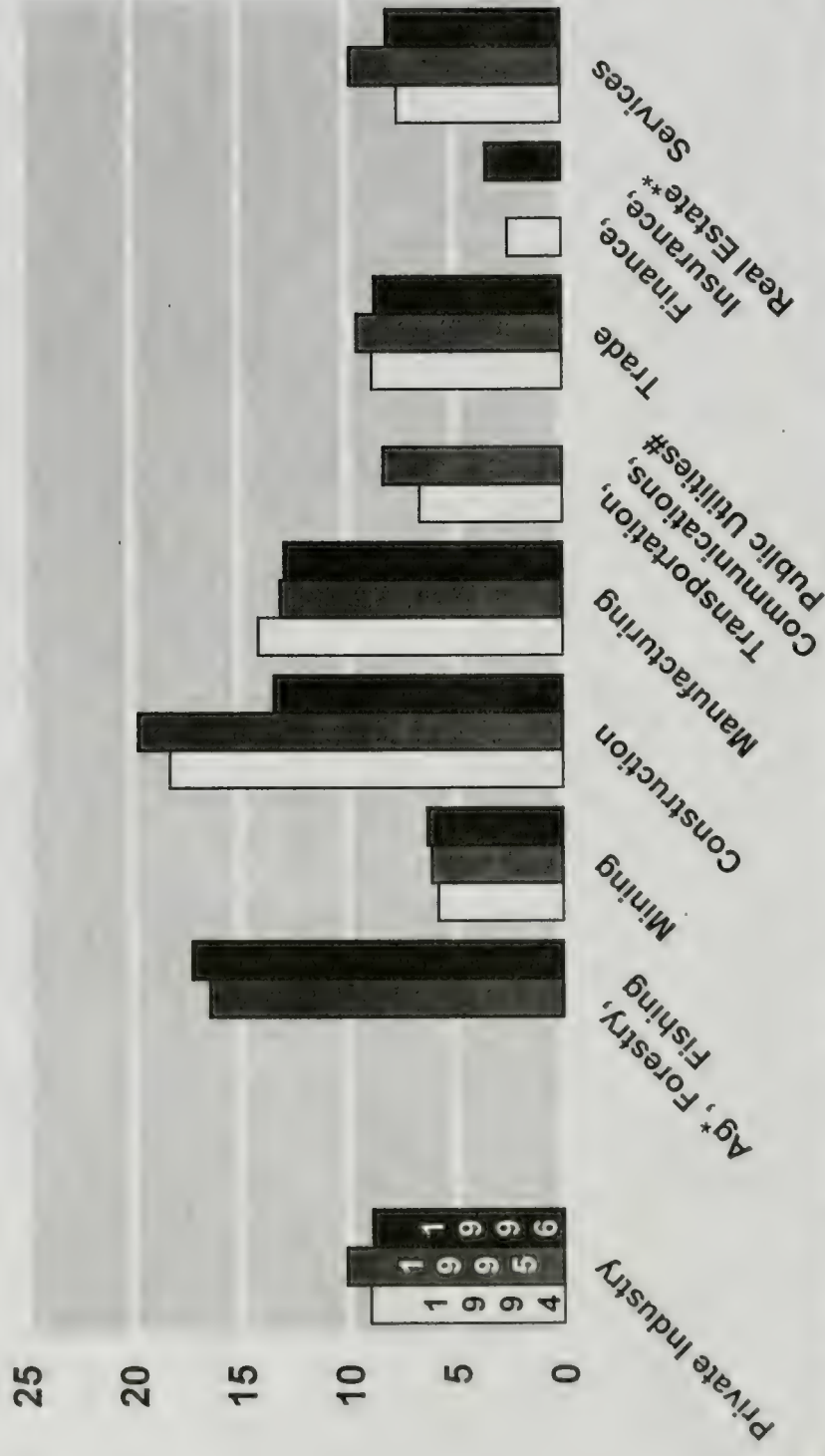
Montana's unemployment rate has generally been below the nation's, except the period 1985-1991, 1995 and 1997.

Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Occupational Injury and Illness Incidence Rates

(per 100 full-time workers)

Montana 1994 - 1996 †



During 1996, an estimated 20,000 occupational injuries and illnesses occurred in Montana.

*Excludes farms with fewer than 11 employees -- Ag, Forestry & Fishing data not available for 1994.

**Fire, Insurance & Real Estate data not available for 1995. #Transportation, Communications and Public Utilities data not available for 1996.

† Excludes fatal work-related injuries and illnesses.

Fatal Occupational Injuries

Montana 1995 - 1997

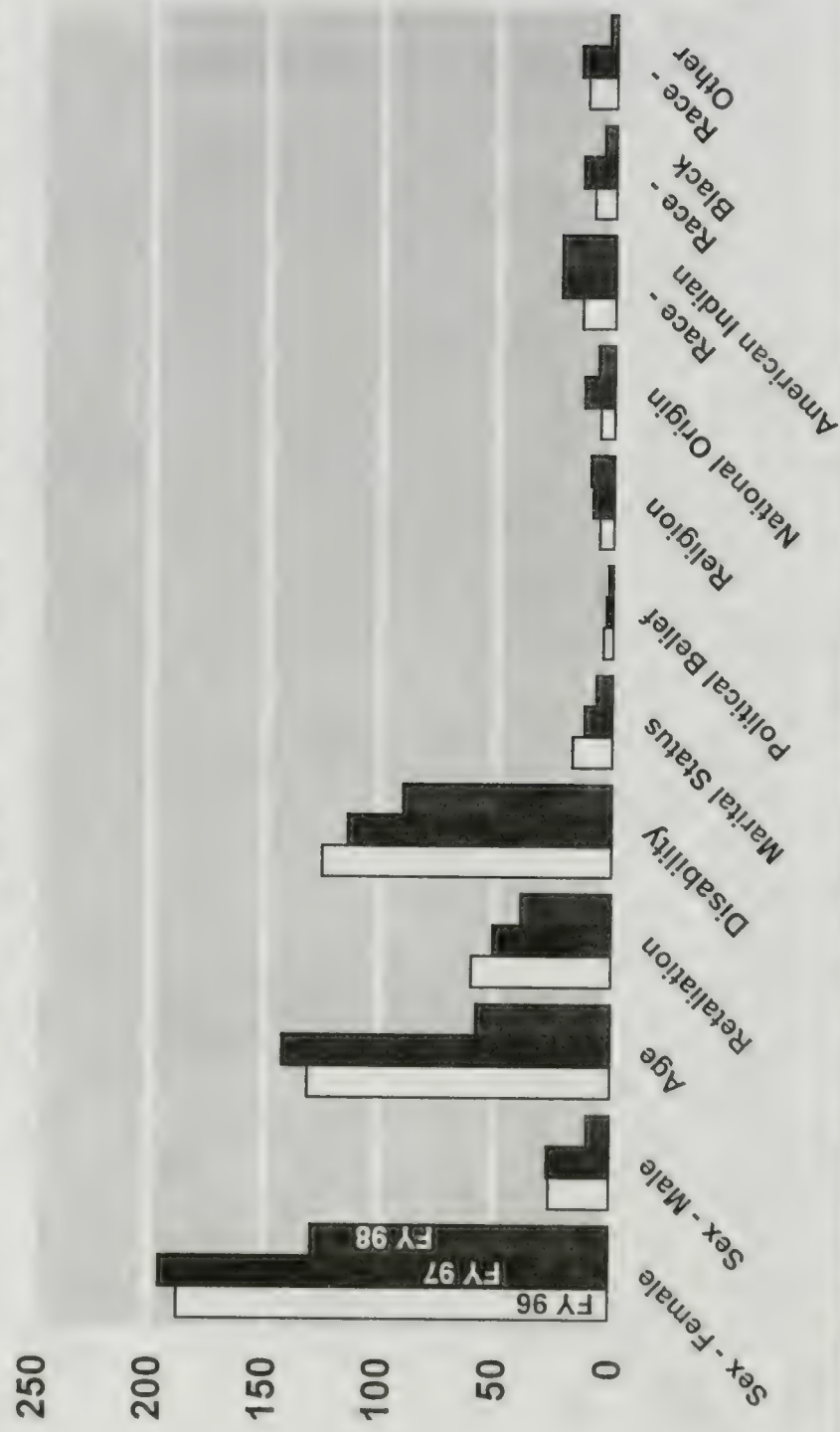


Montana's fatal occupational injuries increased from 50 in 1996 to 56 in 1997.

Mining data not available for 1997. Wholesale Trade, Retail Trade and Finance, Insurance and Real Estate data not available for 1996 and 1997.

Data from Census of Fatal Occupational Injuries program
Compiled by Montana Department of Labor & Industry, Office of Research & Analysis

Employment Discrimination Allegations Filed with the Montana Human Rights Bureau Fiscal Years 1996, 1997 and 1998*



The number of alleged employment discrimination cases decreased by 107 cases between FY 1996 & FY 1998.

*Fiscal Year = July through June

DEFINITIONS and PROGRAM DESCRIPTIONS

Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries (CFOI) program, conducted in cooperation with the U.S. Department of Labor, is designed to collect information on all work-related fatalities, including both injuries and occupational illnesses.

Census of Population and Housing

The U.S. Department of Commerce, Bureau of the Census, conducts a national census every 10 years. In 1990, every person and housing unit in the United States were asked certain basic demographic and housing questions (for example, race, age, marital status, housing value or rent). A sample of these persons and housing units was asked more detailed questions about such items as income, occupation, and housing costs in addition to the basic demographic and housing information. The data derived from the sample questions are estimates of the actual figures which would have been obtained from a complete count. The Census uses the same definitions of civilian labor force (CLF), employment and unemployment as the Local Area Unemployment Statistics (LAUS) program. The **experienced unemployed** are defined as those unemployed persons who have worked at any time in the past.

Covered Employment Program (ES-202)

The ES-202 report (produced by the Montana Department of Labor & Industry, Office of Research & Analysis, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) provides jobs and payroll data reported to the Montana Department of Labor and Industry by employers subject to Montana's unemployment insurance laws. Normally these employers are those whose annual payrolls exceed \$1,000 in a calendar year. Agricultural employers are not covered unless they have another business that is covered or pay total cash wages of \$20,000 or more in a calendar quarter or employ 10 or more workers in 20 different weeks in a calendar year. A **work site** is a single physical location at which one type of economic activity is predominantly performed. Employers who operate at two or more locations are requested to identify separately the employment and payrolls of each location and each is classified as a separate work site.

Current Employment Statistics (CES-790)

The Current Employment Statistics (CES) program, conducted by the Montana Department of Labor & Industry, Office of Research & Analysis, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, provides monthly estimates of a wide variety of employment and earnings information. The program estimates jobs by place of work (**establishment data** or a **count of jobs**) and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. CES data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons who are on paid sick leave, vacations or holidays are considered employed. Payroll and worker-hour data are collected for private nonfarm wage and salary workers. (**Nonfarm wage and salary workers** are employees who are production and related workers in manufacturing industries, nonsupervisory workers in private service-producing industries, construction and mining industries. Self-employed, owners and partners of unincorporated businesses, persons working in small agricultural operations, unpaid family members, workers on straight commission, some elected officials and domestic employees are excluded.) Earnings figures are "gross" figures — that is, they reflect changes in hourly wage rates. The payroll data includes pay for overtime, shift premiums, holidays, vacations and sick leave. The payroll data excludes bonuses and fringe benefits. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

Local Area Unemployment Statistics (LAUS)

The LAUS program is conducted by the Montana Department of Labor & Industry, Office of Research & Analysis, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics (BLS). In Montana, the program uses a statistical model, with data collected monthly through the Current Population Survey (CPS) as its major component, to compute labor force, employment and unemployment data. The LAUS program is the official BLS-approved series used to allocate federal funds and determine eligibility for federal assistance programs. It estimates employment and unemployment by place of residence (**residence data** or a **count of people**) and is not comparable to the place-of-work (establishment or count of jobs) data from the CES and ES-202 programs. LAUS data is calculated for the week that includes the 12th of the month. Total **employment** includes agricultural workers, unpaid family workers, domestic workers and the self-employed in addition to nonfarm wage and salary workers. The **civilian labor force** is those persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces. **Employment** is defined as the number of people who, during the reference week, worked at least one hour for pay or profit, or 15 hours or more as unpaid family workers. **Employment** includes those who, although not working, had some job attachment and were not looking for work — including persons temporarily absent from a job due to illness, bad weather, vacation, or labor dispute, whether or not they were in a pay status during their time off. **Unemployment** is defined as the number of people who did not work at all for an entire week, were both able and available to work, and (1) were looking for work or (2) would have looked for work, except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week). The **unemployment rate** is the number of unemployed as a percent of the civilian labor force.

Occupational Employment Statistics (OES)

The OES survey is an annual mail survey (conducted by the Montana Department of Labor & Industry, Office of Research & Analysis, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics) of a sample of nonfarm establishments to obtain wage and salary employment by occupation, plus wage rates. The Office of Research & Analysis uses these data to develop occupational projections for nonfarm, wage and salary workers.

Per Capita Personal Income

Per capita personal income (average income per person) is defined as annual total personal income of residents divided by the resident population as of July 1 of each year. **Personal income** is income received by persons from all sources — private and government wage and salary disbursements (payrolls), other labor income (for example, employer contribution for fringe benefits), farm and nonfarm proprietors' (self-employment) income, rental income of persons, personal dividend income, personal interest income, and transfer payments — less personal contributions for social security and other social insurance. Personal income is measured before the deduction of personal income taxes and other personal taxes, and, unless otherwise noted, is reported in current dollars with no adjustment made for price changes.

Survey of Occupational Injuries and Illnesses (OSH Program)

The Survey of Occupational Injuries and Illnesses is an annual survey conducted, in cooperation with the U.S. Department of Labor, to compile occupational injury and illness statistics. Excluded from the survey are self-employed individuals, farmers with fewer than 11 employees, private households employing domestic workers, and independent mining contractors. Employers regulated by other federal safety and health laws, and all local, state and federal government agencies are also excluded.

Acknowledgements

Thanks are due to many people who contributed to the production of this report, including:

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